

# **ANNUAL WORKFORCE REPORT**

**First Quarter**

**FISCAL YEAR 2020-21**

**State of Michigan  
Civil Service Commission**



**Civil Service Commissioners:**

**Janet McClelland, Chair  
James Barrett  
Jase Bolger  
Jeff Steffel**

**Janine M. Winters, State Personnel Director**

**STATISTICAL HIGHLIGHTS**  
**First Quarter FY 2020-21**

**PROFILE OF CLASSIFIED EMPLOYEES**

Average Age .....	45.1
Average Annual Salary <sup>1</sup> .....	\$66,002
Average Years of Service .....	11.9

**WORK FORCE CHARACTERISTICS**

Females .....	54.2%
Males .....	45.8%
Eligible for Longevity .....	64.3%
Less than Six Years of Service .....	34.2%
Six to Ten Years of Service .....	20.1%
Over Ten Years of Service .....	45.7%
Exclusively Represented for Collective Bargaining .....	68.3%

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

American Indian or Alaska Native .....	1.0%
Asian .....	1.7%
Black or African American .....	18.2%
Hispanic or Latino .....	3.0%
Native Hawaiian or Other Pacific Islander .....	0.1%
Two or More Races .....	0.6%
White .....	75.4%

<sup>1</sup> Average annual salary is calculated based on each employee's hourly rate of pay multiplied by 2,088 hours, regardless of their work schedule.

## TABLE OF CONTENTS

STATISTICAL HIGHLIGHTS .....	i
------------------------------	---

TABLE OF CONTENTS .....	ii
-------------------------	----

### SECTION ONE - TRENDS IN THE STATE CLASSIFIED WORK FORCE

Table 1-1 - Active Classified Employees by Employee Status .....	1-1
Table 1-2 - Full-Time Equated Position Report by Department .....	1-5
Table 1-3 - Number and Percent of Active Classified Employees by Department .....	1-9
Table 1-4 - Fiscal Year to Date Average Number of Active Classified Employees by Department.....	1-10

### SECTION TWO - CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Table 2-1 - Average Age, Average Pay Rate, and Longevity Analysis by Department .....	2-1
Table 2-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by Department.....	2-2
Table 2-10 - Age Distribution for Active Classified Employees by Department and Statewide .....	2-4
Graph 2-4 - Employment Trend of Job Categories, Fiscal Years 2016-17 through First Quarter 2021 .....	2-5
Table 2-11 - Active Classified Employees by Work County.....	2-6

### SECTION THREE - EMPLOYEE CONTINUITY OVERVIEW

Graph 3-1 - Average Years of Service by Department .....	3-1
Table 3-1 - Active Classified Employee Distribution by Department and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis .....	3-2
Table 3-2 - Statewide Separations by Reason, First Quarter 2021 .....	3-24
Table 3-3 - New Hires, Returns and Separations by Department.....	3-25

### SECTION FOUR - EQUAL EMPLOYMENT OPPORTUNITY REPORTING

### SECTION FIVE - BARGAINING UNIT CHARACTERISTICS

Graph 5-1 - Breakdown of State Classified Employment by Bargaining Unit .....	5-1
Table 5-1 - Active Employees Paying Union Dues by Bargaining Unit.....	5-2
Graph 5-2 - Average Years of Service by Bargaining Unit .....	5-3
Table 5-2 - Active Classified Employee Distribution by Bargaining Unit and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis .....	5-4

Table 5-3 - Average Age, Average Pay Rate, and Longevity Analysis by Bargaining Unit ..... 5-20

Table 5-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by  
Bargaining Unit ..... 5-21

Table 5-9 - Bargaining Unit Analysis by Department, Exclusively Represented ..... 5-23

Table 5-10 - Bargaining Unit Analysis by Department, Non-Exclusively Represented..... 5-24

**GLOSSARY**

Glossary ..... G-1

## SECTION ONE

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# **TRENDS IN THE STATE CLASSIFIED WORKFORCE**

## STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS  
WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay End Date: December 26, 2020

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE AND RURAL DVLPMNT	7901	435.0	0.0	2.0	4.0	0.0	19.0	0.0	460.0	0.0	460.0
<b>AGRICULTURE AND RURAL DVLPMNT</b>		<b>435.0</b>	<b>0.0</b>	<b>2.0</b>	<b>4.0</b>	<b>0.0</b>	<b>19.0</b>	<b>0.0</b>	<b>460.0</b>	<b>0.0</b>	<b>460.0</b>
ATY GNRL CENTRAL OFFICE	1101	482.0	1.0	0.0	24.0	0.0	0.0	0.0	507.0	0.0	507.0
PACC	1102	9.0	0.0	0.0	1.0	0.0	0.0	0.0	10.0	0.0	10.0
<b>ATTORNEY GENERAL</b>		<b>491.0</b>	<b>1.0</b>	<b>0.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>517.0</b>	<b>0.0</b>	<b>517.0</b>
LEGISLATIVE AUDITOR GENERAL	0301	137.0	3.0	0.0	14.0	0.0	2.0	0.0	156.0	0.0	156.0
<b>AUDITOR GENERAL</b>		<b>137.0</b>	<b>3.0</b>	<b>0.0</b>	<b>14.0</b>	<b>0.0</b>	<b>2.0</b>	<b>0.0</b>	<b>156.0</b>	<b>0.0</b>	<b>156.0</b>
CIV RGHT CENTRAL OFFICE	1501	73.0	0.0	0.0	1.0	0.0	0.0	0.0	74.0	0.0	74.0
<b>CIVIL RIGHTS</b>		<b>73.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>74.0</b>	<b>0.0</b>	<b>74.0</b>
CIVIL SERVICE COMMISSION	1901	423.0	0.0	2.0	9.0	0.0	15.0	0.0	449.0	0.0	449.0
<b>CIVIL SERVICE COMMISSION</b>		<b>423.0</b>	<b>0.0</b>	<b>2.0</b>	<b>9.0</b>	<b>0.0</b>	<b>15.0</b>	<b>0.0</b>	<b>449.0</b>	<b>0.0</b>	<b>449.0</b>
DETROIT DETENTION CENTER	4754	46.0	0.0	0.0	0.0	0.0	0.0	1.0	47.0	0.0	47.0
DETROIT REENTRY CENTER	4764	200.0	0.0	0.0	0.0	0.0	0.0	0.0	200.0	0.0	200.0
DOC-ADRIAN/GUS HARRISON FAC	4729	436.0	0.0	1.0	1.0	0.0	0.0	3.0	441.0	0.0	441.0
DOC-ALGER MAX SECURITY CORRECT	4735	231.0	0.0	0.0	1.0	0.0	0.0	2.0	234.0	0.0	234.0
DOC-BARAGA FACILITY	4740	268.0	1.0	0.0	1.0	0.0	0.0	1.0	271.0	0.0	271.0
DOC-BELLAMY CREEK FACILITY	4748	398.0	0.0	0.0	1.0	0.0	0.0	1.0	400.0	0.0	400.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	248.0	0.0	0.0	1.0	0.0	0.0	2.0	251.0	0.0	251.0
DOC-CARSON CITY FAC/CARSON CIT	4731	433.0	0.0	0.0	1.0	0.0	1.0	1.0	436.0	0.0	436.0
DOC-CENTRAL MICHIGAN FACILITY	4744	423.0	0.0	0.0	1.0	0.0	0.0	0.0	424.0	0.0	424.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	442.0	1.0	0.0	1.0	0.0	2.0	2.0	448.0	0.0	448.0
DOC-COOPER STREET FACILITY	4752	281.0	0.0	0.0	2.0	0.0	0.0	0.0	283.0	0.0	283.0
DOC-CORRECTN CENTRAL OFFICE	4702	536.0	0.0	0.0	19.0	0.0	9.0	1.0	565.0	0.0	565.0
DOC-COTTON FACILITY	4720	357.0	0.0	0.0	2.0	0.0	0.0	4.0	363.0	0.0	363.0
DOC-EGELER FACILITY	4727	501.0	1.0	0.0	0.0	0.0	0.0	4.0	506.0	0.0	506.0
DOC-FIELD OPERATION REGION III	4763	765.0	6.0	0.0	2.0	0.0	0.0	1.0	774.0	0.0	774.0
DOC-FIELD OPERATIONS REGION I	4761	791.0	0.0	0.0	2.0	0.0	0.0	0.0	793.0	0.0	793.0
DOC-HANDLON MI TRAINING UNT	4705	285.0	0.0	0.0	1.0	0.0	0.0	1.0	287.0	0.0	287.0
DOC-HURON VALLEY CORR COMPLEX	4715	506.0	1.0	0.0	1.0	0.0	0.0	0.0	508.0	0.0	508.0
DOC-IONIA MAXIMUM FACILITY	4724	282.0	0.0	0.0	1.0	0.0	0.0	2.0	285.0	0.0	285.0
DOC-JACKSON CENTRAL REGION	4750	70.0	0.0	0.0	0.0	0.0	0.0	0.0	70.0	0.0	70.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	265.0	0.0	0.0	1.0	0.0	2.0	1.0	269.0	0.0	269.0

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share is halved.

Source: Michigan Civil Service Commission HWF04

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay End Date: December 26, 2020

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-LAKELAND MENS FACILITY	4718	272.0	0.0	0.0	1.0	0.0	0.0	0.0	273.0	0.0	273.0
DOC-MACOMB FACILITY	4741	305.0	2.0	0.0	0.0	0.0	1.0	0.0	308.0	0.0	308.0
DOC-MARQUETTE BRANCH PRISON	4706	312.0	1.0	0.0	1.0	0.0	0.0	1.0	315.0	0.0	315.0
DOC-MAXEY CORRECTIONAL	4749	306.0	0.0	0.0	1.0	0.0	0.0	1.0	308.0	0.0	308.0
DOC-MICHIGAN REFORMATORY	4707	287.0	0.0	0.0	1.0	0.0	1.0	0.0	289.0	0.0	289.0
DOC-MICHIGAN STATE INDUSTRIES	4709	42.0	0.0	0.0	0.0	0.0	1.0	0.0	43.0	0.0	43.0
DOC-MUSKEGON FACILITY	4704	210.0	0.0	0.0	1.0	0.0	0.0	2.0	213.0	0.0	213.0
DOC-NEWBERRY FACILITY	4743	189.0	0.0	2.0	1.0	0.0	0.0	0.0	192.0	0.0	192.0
DOC-OAKS FACILITY	4739	286.0	1.0	0.0	1.0	0.0	0.0	0.0	288.0	0.0	288.0
DOC-PARNALL FACILITY	4751	267.0	0.0	0.0	11.0	0.0	0.0	1.0	279.0	0.0	279.0
DOC-SAGINAW FACILITY	4742	291.0	0.0	0.0	0.0	0.0	1.0	0.0	292.0	0.0	292.0
DOC-ST. LOUIS FACILITY	4733	322.0	0.0	0.0	2.0	0.0	0.0	4.0	328.0	0.0	328.0
DOC-THUMB FACILITY	4725	297.0	0.0	0.0	2.0	0.0	1.0	0.0	300.0	0.0	300.0
NTHRN REGION ADMIN AND SUPPORT	4714	25.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	0.0	25.0
SOUTHERN REGION - IONIA	4711	23.0	0.0	0.0	0.0	0.0	0.0	0.0	23.0	0.0	23.0
<b>CORRECTIONS</b>		<b>11,198.0</b>	<b>14.0</b>	<b>3.0</b>	<b>61.0</b>	<b>0.0</b>	<b>19.0</b>	<b>36.0</b>	<b>11,331.0</b>	<b>0.0</b>	<b>11,331.0</b>
EDUCATION	3103	437.0	3.0	4.0	15.0	34.0	13.0	0.0	506.0	0.0	506.0
<b>EDUCATION</b>		<b>437.0</b>	<b>3.0</b>	<b>4.0</b>	<b>15.0</b>	<b>34.0</b>	<b>13.0</b>	<b>0.0</b>	<b>506.0</b>	<b>0.0</b>	<b>506.0</b>
ENVIRON, GREAT LAKES & ENERGY	7601	1,155.0	2.0	12.0	23.0	0.0	16.0	0.0	1,208.0	0.5	1,207.5
<b>ENVIRONMENT, GREAT LAKES &amp; ENERGY</b>		<b>1,155.0</b>	<b>2.0</b>	<b>12.0</b>	<b>23.0</b>	<b>0.0</b>	<b>16.0</b>	<b>0.0</b>	<b>1,208.0</b>	<b>0.5</b>	<b>1,207.5</b>
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	74.0	0.0	1.0	0.0	75.0	0.0	75.0
<b>EXECUTIVE OFFICE</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>74.0</b>	<b>0.0</b>	<b>1.0</b>	<b>0.0</b>	<b>75.0</b>	<b>0.0</b>	<b>75.0</b>
DEPT OF INS AND FIN SERVICE	6501	290.0	1.0	0.0	19.0	0.0	7.0	0.0	317.0	0.0	317.0
<b>INSURANCE AND FINANCIAL SERV</b>		<b>290.0</b>	<b>1.0</b>	<b>0.0</b>	<b>19.0</b>	<b>0.0</b>	<b>7.0</b>	<b>0.0</b>	<b>317.0</b>	<b>0.0</b>	<b>317.0</b>
LEO - LABOR & ECON OPPORTUNITY	1801	1,713.0	1.0	0.0	419.0	34.0	20.0	0.0	2,187.0	0.0	2,187.0
LEO - LANDBANK AUTHORITY	1802	7.0	0.0	0.0	2.0	0.0	0.0	0.0	9.0	0.0	9.0
LEO - MSF-MEDC	1804	111.0	0.0	0.0	0.0	0.0	2.0	0.0	113.0	0.0	113.0
LEO - MSHDA	1803	228.0	3.0	2.0	7.0	0.0	7.0	0.0	247.0	0.0	247.0
<b>LABOR &amp; ECONOMIC OPPORTUNITY</b>		<b>2,059.0</b>	<b>4.0</b>	<b>2.0</b>	<b>428.0</b>	<b>34.0</b>	<b>29.0</b>	<b>0.0</b>	<b>2,556.0</b>	<b>0.0</b>	<b>2,556.0</b>
LICENSING & REGULATORY AFFAIRS	6401	1,495.0	2.0	11.0	23.0	0.0	23.0	0.0	1,554.0	0.0	1,554.0
<b>LICENSING &amp; REGULATORY AFFAIRS</b>		<b>1,495.0</b>	<b>2.0</b>	<b>11.0</b>	<b>23.0</b>	<b>0.0</b>	<b>23.0</b>	<b>0.0</b>	<b>1,554.0</b>	<b>0.0</b>	<b>1,554.0</b>
MDHHS-CARO CENTER	3902	299.0	3.0	2.0	79.0	0.0	0.0	3.0	386.0	0.0	386.0

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## STATE OF MICHIGAN

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MDHHS-COM HEALTH CENTRAL OFF	3901	1,509.0	0.0	3.0	30.0	0.0	10.0	0.0	1,552.0	0.0	1,552.0
MDHHS-CTR FORENSIC PSYCHIATRY	3920	554.0	1.0	0.0	2.0	0.0	4.0	4.0	565.0	0.0	565.0
MDHHS-HAWTHORN CTR NORTHVILLE	3906	237.0	0.0	0.0	5.0	0.0	0.0	7.0	249.0	0.0	249.0
MDHHS-KALAMAZOO PSYCHIATRIC HS	3909	389.0	0.0	3.0	51.0	0.0	1.0	5.0	449.0	0.0	449.0
MDHHS-OFF OF THE INSPECTOR GEN	3947	50.0	0.0	0.0	0.0	0.0	3.0	0.0	53.0	0.0	53.0
MDHHS-WALTER P.REUTHER PSY HS	3945	385.0	1.0	13.0	3.0	0.0	4.0	1.0	407.0	0.0	407.0
<b>MDHHS - COMMUNITY HEALTH</b>		<b>3,423.0</b>	<b>5.0</b>	<b>21.0</b>	<b>170.0</b>	<b>0.0</b>	<b>22.0</b>	<b>20.0</b>	<b>3,661.0</b>	<b>0.0</b>	<b>3,661.0</b>
MDHHS-BERRIEN COUNTY	4322	138.0	0.0	0.0	9.0	0.0	0.0	0.0	147.0	0.0	147.0
MDHHS-CALHOUN COUNTY	4323	153.0	0.0	0.0	3.0	0.0	0.0	0.0	156.0	0.0	156.0
MDHHS-COUNTIES	4308	2,686.0	0.0	0.0	75.0	4.0	0.0	0.0	2,765.0	0.0	2,765.0
MDHHS-DPT OF HUMAN SVC CNTL OF	4301	2,267.0	0.0	4.0	81.0	0.0	9.0	0.0	2,361.0	0.0	2,361.0
MDHHS-GENESEE COUNTY	4302	432.0	0.0	0.0	36.0	0.0	0.0	0.0	468.0	0.0	468.0
MDHHS-INGHAM COUNTY	4312	242.0	0.0	0.0	17.0	0.0	0.0	0.0	259.0	0.0	259.0
MDHHS-INSTITUTIONS	4307	57.0	0.0	27.0	1.0	0.0	0.0	1.0	86.0	0.0	86.0
MDHHS-JACKSON COUNTY	4315	154.0	0.0	0.0	16.0	0.0	0.0	0.0	170.0	0.0	170.0
MDHHS-KALAMAZOO COUNTY	4314	237.0	0.0	0.0	6.0	0.0	0.0	0.0	243.0	0.0	243.0
MDHHS-KENT COUNTY	4303	422.0	0.0	0.0	7.0	2.0	0.0	0.0	431.0	0.0	431.0
MDHHS-MACOMB COUNTY	4304	454.0	0.0	0.0	2.0	0.0	0.0	0.0	456.0	5.0	451.0
MDHHS-MUSKEGON COUNTY	4324	222.0	0.0	0.0	3.0	0.0	0.0	0.0	225.0	0.0	225.0
MDHHS-OAKLAND COUNTY	4305	481.0	0.0	0.0	27.0	0.0	0.0	0.0	508.0	0.0	508.0
MDHHS-SAGINAW COUNTY	4313	163.0	0.0	0.0	7.0	0.0	0.0	0.0	170.0	0.0	170.0
MDHHS-WASHTENAW	4325	148.0	0.0	0.0	6.0	0.0	0.0	0.0	154.0	0.0	154.0
MDHHS-WAYNE COUNTY DSS	4306	86.0	0.0	0.0	9.0	0.0	0.0	0.0	95.0	0.0	95.0
MDHHS-WAYNE COUNTY O.C.Y.S.	4320	615.0	0.0	0.0	0.0	0.0	0.0	0.0	615.0	0.0	615.0
MDHHS-WAYNE COUNTY ZONE 3	4318	423.0	0.0	0.0	8.0	0.0	0.0	0.0	431.0	0.0	431.0
MDHHS-WAYNE COUNTY ZONE 4	4319	416.0	0.0	0.0	5.0	0.0	0.0	0.0	421.0	0.0	421.0
MDHHS-WAYNE COUNTY ZONE L	4316	309.0	0.0	0.0	5.0	1.0	0.0	0.0	315.0	0.0	315.0
<b>MDHHS - HUMAN SERVICES</b>		<b>10,105.0</b>	<b>0.0</b>	<b>31.0</b>	<b>323.0</b>	<b>7.0</b>	<b>9.0</b>	<b>1.0</b>	<b>10,476.0</b>	<b>5.0</b>	<b>10,471.0</b>
MICHIGAN VETERAN HOMES	5105	314.0	12.0	13.0	4.0	1.0	2.0	0.0	346.0	0.5	345.5
MIL AFFR CENTRAL OFFICE	5101	342.0	3.0	9.0	29.0	8.0	14.0	0.0	405.0	0.0	405.0
<b>MILITARY &amp; VETERAN AFFAIRS</b>		<b>656.0</b>	<b>15.0</b>	<b>22.0</b>	<b>33.0</b>	<b>9.0</b>	<b>16.0</b>	<b>0.0</b>	<b>751.0</b>	<b>0.5</b>	<b>750.5</b>
DNR-NATURAL RESOURCES	7501	1,389.0	1.0	50.0	18.0	35.0	132.0	1.0	1,626.0	0.0	1,626.0
<b>NATURAL RESOURCES</b>		<b>1,389.0</b>	<b>1.0</b>	<b>50.0</b>	<b>18.0</b>	<b>35.0</b>	<b>132.0</b>	<b>1.0</b>	<b>1,626.0</b>	<b>0.0</b>	<b>1,626.0</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share is halved.

Source: Michigan Civil Service Commission HWF04



**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay End Date: December 26, 2020

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DEPARTMENT OF STATE	2301	1,242.0	0.0	63.0	40.0	0.0	0.0	0.0	1,345.0	0.0	1,345.0
<b>STATE</b>		<b>1,242.0</b>	<b>0.0</b>	<b>63.0</b>	<b>40.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1,345.0</b>	<b>0.0</b>	<b>1,345.0</b>
STATE POLICE	5501	2,895.0	4.0	5.0	59.0	0.0	9.0	3.0	2,975.0	0.0	2,975.0
<b>STATE POLICE</b>		<b>2,895.0</b>	<b>4.0</b>	<b>5.0</b>	<b>59.0</b>	<b>0.0</b>	<b>9.0</b>	<b>3.0</b>	<b>2,975.0</b>	<b>0.0</b>	<b>2,975.0</b>
DTMB-CHIEF COMPLIANCE OFF	0741	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	1.0
TECH, MGMT AND BUDGET - IT	0801	1,724.0	0.0	0.0	32.0	0.0	44.0	0.0	1,800.0	0.0	1,800.0
TECH, MGMT AND BUDGET - MB	0701	1,022.0	7.0	3.0	43.0	0.0	27.0	1.0	1,103.0	0.0	1,103.0
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>		<b>2,746.0</b>	<b>7.0</b>	<b>3.0</b>	<b>76.0</b>	<b>0.0</b>	<b>71.0</b>	<b>1.0</b>	<b>2,904.0</b>	<b>0.0</b>	<b>2,904.0</b>
BRIDGE AUTHORITIES-INTERNATION	5903	28.0	0.0	0.0	1.0	0.0	17.0	0.0	46.0	0.0	46.0
BRIDGE AUTHORITIES-MACKINAC	5902	38.0	0.0	29.0	15.0	0.0	3.0	1.0	86.0	0.0	86.0
TRANSPORTATION CENTRAL OFFICE	5901	2,326.0	2.0	13.0	183.0	6.0	99.0	5.0	2,634.0	0.5	2,633.5
<b>TRANSPORTATION</b>		<b>2,392.0</b>	<b>2.0</b>	<b>42.0</b>	<b>199.0</b>	<b>6.0</b>	<b>119.0</b>	<b>6.0</b>	<b>2,766.0</b>	<b>0.5</b>	<b>2,765.5</b>
BUREAU OF STATE LOTTERY	2795	178.0	0.0	0.0	1.0	0.0	24.0	0.0	203.0	0.0	203.0
GAMING CONTROL	2707	121.0	0.0	3.0	5.0	0.0	2.0	0.0	131.0	0.0	131.0
STATE BUILDING AUTHORITY	2704	2.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	2.0
TREASURY CENTRAL PAYROLL	2701	1,228.0	0.0	1.0	39.0	0.0	0.0	0.0	1,268.0	0.0	1,268.0
<b>TREASURY</b>		<b>1,529.0</b>	<b>0.0</b>	<b>4.0</b>	<b>45.0</b>	<b>0.0</b>	<b>26.0</b>	<b>0.0</b>	<b>1,604.0</b>	<b>0.0</b>	<b>1,604.0</b>
<b>STATEWIDE TOTAL</b>		<b>44,570.0</b>	<b>64.0</b>	<b>277.0</b>	<b>1,659.0</b>	<b>125.0</b>	<b>548.0</b>	<b>68.0</b>	<b>47,311.0</b>	<b>6.5</b>	<b>47,304.5</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share is halved

## Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2021 Appropriated (A)	FTE Positions 12/26/2020 (B)	FTE Positions 9/19/2020 (C)	Difference 12/26/2020 and 9/19/2020 (B-C)	Difference 12/26/2020 and Appropriated (B-A)
<b>AGRICULTURE AND RURAL DVLPMT</b>					
Regular	519.0	441.2	446.7	-5.5	-77.8
Overtime	0.0	0.0	0.1	-0.1	0.0
Total	519.0	441.2	446.8	-5.6	-77.8
<b>ATTORNEY GENERAL</b>					
Regular	537.4	510.1	525.2	-15.1	-27.3
Overtime	0.0	0.3	0.1	0.2	0.3
Total	537.4	510.4	525.3	-14.9	-27.0
<b>AUDITOR GENERAL</b>					
Regular	0.0	155.3	149.0	6.3	155.3
Overtime	0.0	0.3	0.0	0.3	0.3
Total	0.0	155.6	149.0	6.6	155.6
<b>CIVIL RIGHTS</b>					
Regular	110.0	78.3	83.8	-5.5	-31.7
Overtime	0.0	0.1	0.0	0.1	0.1
Total	110.0	78.4	83.8	-5.4	-31.6
<b>CIVIL SERVICE COMMISSION</b>					
Regular	459.0	431.8	429.6	2.1	-27.2
Overtime	0.0	1.4	1.6	-0.2	1.4
Total	459.0	433.1	431.2	1.9	-25.9
<b>CORRECTIONS</b>					
Regular	13,686.8	11,659.4	11,658.6	0.8	-2,027.4
Overtime	0.0	1,601.2	1,154.8	446.4	1,601.2
Total	13,686.8	13,260.6	12,813.4	447.2	-426.2

Comments: Regular FTEs are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTEs are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTEs are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

## Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2021 Appropriated (A)	FTE Positions 12/26/2020 (B)	FTE Positions 9/19/2020 (C)	Difference 12/26/2020 and 9/19/2020 (B-C)	Difference 12/26/2020 and Appropriated (B-A)
<b>EDUCATION</b>					
Regular	614.5	492.2	499.9	-7.7	-122.3
Overtime	0.0	0.0	0.1	-0.1	0.0
Total	614.5	492.2	500.0	-7.8	-122.3
<b>ENVIRON, GREAT LAKES &amp; ENERGY</b>					
Regular	1,418.0	1,181.4	1,204.1	-22.7	-236.6
Overtime	0.0	2.5	2.9	-0.4	2.5
Total	1,418.0	1,183.9	1,207.0	-23.1	-234.1
<b>EXECUTIVE OFFICE</b>					
Regular	79.2	88.4	90.2	-1.8	9.2
Overtime	0.0	0.0	0.0	0.0	0.0
Total	79.2	88.4	90.2	-1.8	9.2
<b>INSURANCE AND FINANCIAL SERV</b>					
Regular	372.5	312.8	310.9	1.9	-59.7
Overtime	0.0	0.3	0.8	-0.5	0.3
Total	372.5	313.1	311.7	1.4	-59.4
<b>LABOR &amp; ECONOMIC OPPORTUNITY</b>					
Regular	2,545.4	2,556.5	2,479.6	76.9	11.1
Overtime	0.0	142.8	214.5	-71.7	142.8
Total	2,545.4	2,699.3	2,694.1	5.2	153.9
<b>LICENSING AND REGULATORY AFF</b>					
Regular	1,827.9	1,531.5	1,529.6	1.8	-296.4
Overtime	0.0	2.2	5.4	-3.2	2.2
Total	1,827.9	1,533.7	1,535.1	-1.3	-294.2

Comments: Regular FTEs are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTEs are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTEs are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

## Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2021 Appropriated (A)	FTE Positions 12/26/2020 (B)	FTE Positions 9/19/2020 (C)	Difference 12/26/2020 and 9/19/2020 (B-C)	Difference 12/26/2020 and Appropriated (B-A)
<b>MDHHS - COMMUNITY HEALTH</b>					
Regular	4,076.2	3,652.5	3,655.3	-2.8	-423.7
Overtime	0.0	294.3	255.4	38.9	294.3
Total	4,076.2	3,946.8	3,910.8	36.0	-129.4
<b>MDHHS - HUMAN SERVICES</b>					
Regular	11,404.8	10,245.3	10,466.7	-221.3	-1,159.5
Overtime	0.0	80.8	102.9	-22.1	80.8
Total	11,404.8	10,326.2	10,569.6	-243.4	-1,078.6
<b>MILITARY &amp; VETERAN AFFAIRS</b>					
Regular	1,052.5	727.8	734.3	-6.5	-324.7
Overtime	0.0	31.1	32.7	-1.6	31.1
Total	1,052.5	758.9	766.9	-8.1	-293.6
<b>NATURAL RESOURCES</b>					
Regular	2,346.1	1,512.4	2,300.3	-787.8	-833.7
Overtime	0.0	7.1	138.1	-131.0	7.1
Total	2,346.1	1,519.5	2,438.3	-918.8	-826.6
<b>STATE</b>					
Regular	1,586.0	1,304.1	1,340.5	-36.4	-281.9
Overtime	0.0	4.1	111.4	-107.4	4.1
Total	1,586.0	1,308.1	1,451.9	-143.8	-277.9
<b>STATE POLICE</b>					
Regular	3,596.0	2,912.7	2,970.4	-57.7	-683.3
Overtime	0.0	246.7	318.2	-71.5	246.7
Total	3,596.0	3,159.4	3,288.6	-129.2	-436.6

Comments: Regular FTEs are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTEs are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTEs are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

## Full-Time Equated Position Report by Department

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2021 Appropriated (A)	FTE Positions 12/26/2020 (B)	FTE Positions 9/19/2020 (C)	Difference 12/26/2020 and 9/19/2020 (B-C)	Difference 12/26/2020 and Appropriated (B-A)
<b>STRATEGIC FUND</b>					
Regular	0.0	0.0	0.0	0.0	0.0
Overtime	0.0	0.0	0.0	0.0	0.0
Total	0.0	0.0	0.0	0.0	0.0
<b>TECH, MGMT AND BUDGET</b>					
Regular	2,674.0	2,817.8	2,838.1	-20.3	143.8
Overtime	0.0	19.0	16.3	2.7	19.0
Total	2,674.0	2,836.8	2,854.4	-17.6	162.8
<b>TRANSPORTATION</b>					
Regular	2,818.3	2,633.1	2,555.5	77.6	-185.2
Overtime	0.0	60.6	129.8	-69.2	60.6
Total	2,818.3	2,693.7	2,685.4	8.3	-124.6
<b>TREASURY</b>					
Regular	1,924.5	1,569.5	1,580.7	-11.2	-355.0
Overtime	0.0	4.5	0.2	4.3	4.5
Total	1,924.5	1,574.0	1,580.9	-6.9	-350.5
<b>STATEWIDE TOTALS</b>					
<b>Total Regular</b>	<b>53,648.1</b>	<b>46,814.0</b>	<b>47,849.1</b>	<b>-1,035.0</b>	<b>-6,834.1</b>
<b>Total Overtime</b>	<b>0.0</b>	<b>2,499.4</b>	<b>2,485.4</b>	<b>13.9</b>	<b>2,499.4</b>
<b>Grand Total</b>	<b>53,648.1</b>	<b>49,313.4</b>	<b>50,334.5</b>	<b>-1,021.1</b>	<b>-4,334.7</b>

Comments: Regular FTEs are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTEs are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTEs are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

Table 1-3

**STATE OF MICHIGAN**  
**NUMBER AND PERCENT OF ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT**  
**PRIOR AND CURRENT PAY END DATES**

Department	September 19, 2020		December 26, 2020	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMNT	465.0	1.0 %	460.0	1.0 %
ATTORNEY GENERAL	523.0	1.1 %	517.0	1.1 %
AUDITOR GENERAL	152.0	0.3 %	156.0	0.3 %
CIVIL RIGHTS	80.0	0.2 %	74.0	0.2 %
CIVIL SERVICE COMMISSION	450.0	0.9 %	449.0	0.9 %
CORRECTIONS	11,450.0	23.6 %	11,331.0	24.0 %
EDUCATION	506.0	1.1 %	506.0	1.1 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,229.5	2.5 %	1,207.5	2.6 %
EXECUTIVE OFFICE	70.0	0.1 %	75.0	0.2 %
INSURANCE AND FINANCIAL SERV	315.0	0.7 %	317.0	0.7 %
LABOR & ECONOMIC OPPORTUNITY	2,458.0	5.1 %	2,556.0	5.4 %
LICENSING & REGULATORY AFFAIRS	1,548.0	3.2 %	1,554.0	3.3 %
MDHHS-COMMUNITY HEALTH	3,663.0	7.6 %	3,661.0	7.7 %
MDHHS-HUMAN SERVICES	10,556.0	21.8 %	10,471.0	22.1 %
MILITARY & VETERAN AFFAIRS	750.5	1.5 %	750.5	1.6 %
NATURAL RESOURCES	2,651.0	5.5 %	1,626.0	3.4 %
STATE	1,378.0	2.8 %	1,345.0	2.8 %
STATE POLICE	3,006.0	6.2 %	2,975.0	6.3 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,924.0	6.0 %	2,904.0	6.1 %
TRANSPORTATION	2,671.5	5.5 %	2,765.5	5.8 %
TREASURY	1,611.0	3.3 %	1,604.0	3.4 %
<b>TOTAL:</b>	<b>48,457.5</b>	<b>100.0 %</b>	<b>47,304.5</b>	<b>100.0 %</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation. For this report, the actual number of employees who job share is halved.

Statewide, the number of classified employees decreased by 1153 from September 19, 2020 to December 26, 2020.

**STATE OF MICHIGAN**  
**FISCAL YEAR TO DATE AVERAGE NUMBER OF ACTIVE CLASSIFIED EMPLOYEES BY**  
**DEPARTMENT**

**Pay End Date: December 26, 2020**

<b>Department</b>	<b>Number of Pay Periods</b>	<b>FYTD Average Number of Employees</b>
AGRICULTURE AND RURAL DVLPMNT	7	449.6
ATTORNEY GENERAL	7	518.9
AUDITOR GENERAL	7	150.9
CIVIL RIGHTS	7	76.6
CIVIL SERVICE COMMISSION	7	435.1
CORRECTIONS	7	11,433.7
EDUCATION	7	492.0
ENVIRON GREAT LAKES AND ENERGY	7	1,197.6
EXECUTIVE OFFICE	7	68.9
INSURANCE AND FINANCIAL SERV	7	310.0
LABOR & ECONOMIC OPPORTUNITY	7	2,505.9
LICENSING & REGULATORY AFFAIRS	7	1,524.9
MDHHS-COMMUNITY HEALTH	7	3,636.6
MDHHS-HUMAN SERVICES	7	10,487.3
MILITARY & VETERANS AFFAIRS	7	741.9
NATURAL RESOURCES	7	1,616.1
STATE	7	1,344.9
STATE POLICE	7	2,975.7
TECHNOLOGY, MANAGEMENT & BUDGET	7	2,867.7
TRANSPORTATION	7	2,571.6
TREASURY	7	1,587.7
	<b>Sum:</b>	<b>46,993.5</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. Currently, these positions represent 83.2 percent of all noncareer appointments. For this report, the number of employees who job share are halved. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to one employee.

Source: Michigan Civil Service Commission HWF09

## SECTION TWO

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# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**



**STATE OF MICHIGAN**  
**AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT**

**Pay End Date: December 26, 2020**

DEPARTMENT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Department Eligible for Longevity
AGRICULTURE AND RURAL DVLPMNT	460	1.0 %	46.0	\$34.38	300	65.2 %
ATTORNEY GENERAL	517	1.1 %	47.4	\$44.74	302	58.4 %
AUDITOR GENERAL	156	0.3 %	40.0	\$42.02	90	57.7 %
CIVIL RIGHTS	74	0.2 %	48.3	\$36.33	59	79.7 %
CIVIL SERVICE COMMISSION	449	0.9 %	45.1	\$34.75	307	68.4 %
CORRECTIONS	11,331	24.0 %	44.2	\$28.89	7,403	65.3 %
EDUCATION	506	1.1 %	49.6	\$38.68	330	65.2 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,208	2.6 %	46.6	\$36.15	806	66.7 %
EXECUTIVE OFFICE	75	0.2 %	35.7	\$36.01	6	8.0 %
INSURANCE AND FINANCIAL SERV	317	0.7 %	43.5	\$38.18	215	67.8 %
LABOR & ECONOMIC OPPORTUNITY	2,556	5.4 %	48.0	\$31.84	1,574	61.6 %
LICENSING & REGULATORY AFFAIRS	1,554	3.3 %	46.6	\$35.63	999	64.3 %
MDHHS - COMMUNITY HEALTH	3,661	7.7 %	46.3	\$32.38	2,026	55.3 %
MDHHS - HUMAN SERVICES	10,476	22.1 %	44.0	\$29.47	6,867	65.5 %
MILITARY & VETERAN AFFAIRS	751	1.6 %	47.7	\$27.99	432	57.5 %
NATURAL RESOURCES	1,626	3.4 %	44.9	\$30.93	1,126	69.2 %
STATE	1,345	2.8 %	44.6	\$27.39	771	57.3 %
STATE POLICE	2,975	6.3 %	40.3	\$33.97	1,971	66.3 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,904	6.1 %	47.6	\$37.35	1,955	67.3 %
TRANSPORTATION	2,766	5.8 %	46.9	\$32.13	1,802	65.1 %
TREASURY	1,604	3.4 %	46.9	\$34.73	1,076	67.1 %
<b>STATEWIDE TOTALS:</b>	<b>47,311</b>	<b>100.0 %</b>	<b>45.1</b>	<b>\$31.61</b>	<b>30,417</b>	<b>64.3 %</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Noncareer positions are not eligible for longevity and are not included in those counts.

Source: Michigan Civil Service Commission HWF24

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES**

Table 2-4

**ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT**

**Pay End Date: December 26, 2020**

Department	Total Employees Enrolled	Health Insurance								Dental Insurance			
		State Sponsored Health	%	HMO	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Preventive Dental	%
AGRICULTURE & RURAL DEVELOPMENT	441	174	39 %	229	52 %	4	1 %	0	0 %	416	94 %	1	0 %
ATTORNEY GENERAL	517	183	35 %	264	51 %	5	1 %	0	0 %	483	93 %	3	1 %
AUDITOR GENERAL	154	51	33 %	80	52 %	4	3 %	0	0 %	144	94 %	0	0 %
CIVIL RIGHTS	74	31	42 %	40	54 %	2	3 %	0	0 %	73	99 %	0	0 %
CIVIL SERVICE COMMISSION	434	89	21 %	284	65 %	1	0 %	0	0 %	392	90 %	0	0 %
CORRECTIONS	11,312	5,745	51 %	4,599	41 %	35	0 %	0	0 %	10,626	94 %	33	0 %
EDUCATION	493	189	38 %	232	47 %	4	1 %	0	0 %	443	90 %	2	0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,192	395	33 %	664	56 %	11	1 %	0	0 %	1,095	92 %	8	1 %
EXECUTIVE OFFICE	74	32	43 %	23	31 %	1	1 %	0	0 %	54	73 %	0	0 %
INSURANCE AND FINANCIAL SERV	310	89	29 %	193	62 %	2	1 %	0	0 %	293	95 %	2	1 %
LABOR & ECONOMIC OPPORTUNITY	2,527	957	38 %	1,264	50 %	24	1 %	0	0 %	2,328	92 %	11	0 %
LICENSING & REGULATORY AFFAIRS	1,531	549	36 %	820	54 %	2	0 %	0	0 %	1,424	93 %	5	0 %
MDHHS - COMMUNITY HEALTH	3,639	1,454	40 %	1,848	51 %	14	0 %	0	0 %	3,409	94 %	16	0 %
MDHHS - HUMAN SERVICES	10,467	3,938	38 %	5,588	53 %	47	0 %	0	0 %	9,882	94 %	20	0 %
MILITARY & VETERAN AFFAIRS	735	300	41 %	307	42 %	10	1 %	0	0 %	661	90 %	2	0 %
NATURAL RESOURCES	1,494	796	53 %	547	37 %	17	1 %	0	0 %	1,401	94 %	5	0 %
STATE	1,345	536	40 %	665	49 %	15	1 %	0	0 %	1,261	94 %	4	0 %
STATE POLICE	2,966	930	31 %	768	26 %	13	0 %	1,028	35 %	2,818	95 %	7	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,833	866	31 %	1,673	59 %	18	1 %	0	0 %	2,620	92 %	8	0 %
TRANSPORTATION	2,647	1,034	39 %	1,289	49 %	21	1 %	0	0 %	2,414	91 %	10	0 %
TREASURY	1,578	470	30 %	943	60 %	16	1 %	0	0 %	1,482	94 %	5	0 %
<b>STATEWIDE TOTALS:</b>	<b>46,763</b>	<b>18,808</b>	<b>40 %</b>	<b>22,320</b>	<b>48 %</b>	<b>266</b>	<b>1 %</b>	<b>1,028</b>	<b>2 %</b>	<b>43,719</b>	<b>93 %</b>	<b>142</b>	<b>0 %</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF47

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES**  
**ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT**  
**Pay End Date: December 26, 2020**

Table 2-4

			Vision Insurance		Disability Insurance				Life Insurance						
	Total Employees Enrolled	State Sponsored Vision								Minnesota Life		Minnesota Life Reduced		Prudential	
Department			%	CMI	%	Reliance	%		%		%		%		%
AGRICULTURE & RURAL DEVELOPMENT	441	417	95 %	359	81 %	0	0 %		423	96 %	17	4 %		0	0 %
ATTORNEY GENERAL	517	488	94 %	351	68 %	0	0 %		488	94 %	29	6 %		0	0 %
AUDITOR GENERAL	154	146	95 %	125	81 %	0	0 %		130	84 %	23	15 %		0	0 %
CIVIL RIGHTS	74	73	99 %	61	82 %	0	0 %		70	95 %	4	5 %		0	0 %
CIVIL SERVICE COMMISSION	434	399	92 %	403	93 %	0	0 %		421	97 %	13	3 %		0	0 %
CORRECTIONS	11,312	10,682	94 %	10,158	90 %	0	0 %		10,847	96 %	412	4 %		0	0 %
EDUCATION	493	450	91 %	343	70 %	0	0 %		462	94 %	29	6 %		0	0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,192	1,111	93 %	944	79 %	0	0 %		1,104	93 %	86	7 %		0	0 %
EXECUTIVE OFFICE	74	58	78 %	31	42 %	0	0 %		69	93 %	4	5 %		0	0 %
INSURANCE AND FINANCIAL SERV	310	298	96 %	252	81 %	0	0 %		293	95 %	16	5 %		0	0 %
LABOR & ECONOMIC OPPORTUNITY	2,527	2,356	93 %	1,952	77 %	0	0 %		2,384	94 %	137	5 %		0	0 %
LICENSING & REGULATORY AFFAIRS	1,531	1,430	93 %	1,239	81 %	0	0 %		1,446	94 %	80	5 %		0	0 %
MDHHS - COMMUNITY HEALTH	3,639	3,433	94 %	3,088	85 %	0	0 %		3,447	95 %	184	5 %		0	0 %
MDHHS - HUMAN SERVICES	10,467	9,915	95 %	8,952	86 %	0	0 %		9,952	95 %	499	5 %		0	0 %
MILITARY & VETERAN AFFAIRS	735	666	91 %	523	71 %	0	0 %		697	95 %	24	3 %		0	0 %
NATURAL RESOURCES	1,494	1,412	95 %	1,236	83 %	0	0 %		1,423	95 %	70	5 %		0	0 %
STATE	1,345	1,277	95 %	1,014	75 %	0	0 %		1,265	94 %	76	6 %		0	0 %
STATE POLICE	2,966	2,841	96 %	2,688	91 %	1,378	46 %		2,823	95 %	116	4 %		1,123	38 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,833	2,634	93 %	2,134	75 %	24	1 %		2,683	95 %	137	5 %		16	1 %
TRANSPORTATION	2,647	2,454	93 %	2,220	84 %	0	0 %		2,490	94 %	141	5 %		0	0 %
TREASURY	1,578	1,500	95 %	1,280	81 %	0	0 %		1,491	94 %	87	6 %		0	0 %
STATEWIDE TOTALS:	46,763	44,040	94 %	39,353	84 %	1,402	3 %		44,408	95 %	2,184	5 %		1,139	2 %

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF47

# STATE OF MICHIGAN

Table 2-10

## AGE DISTRIBUTION FOR ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT

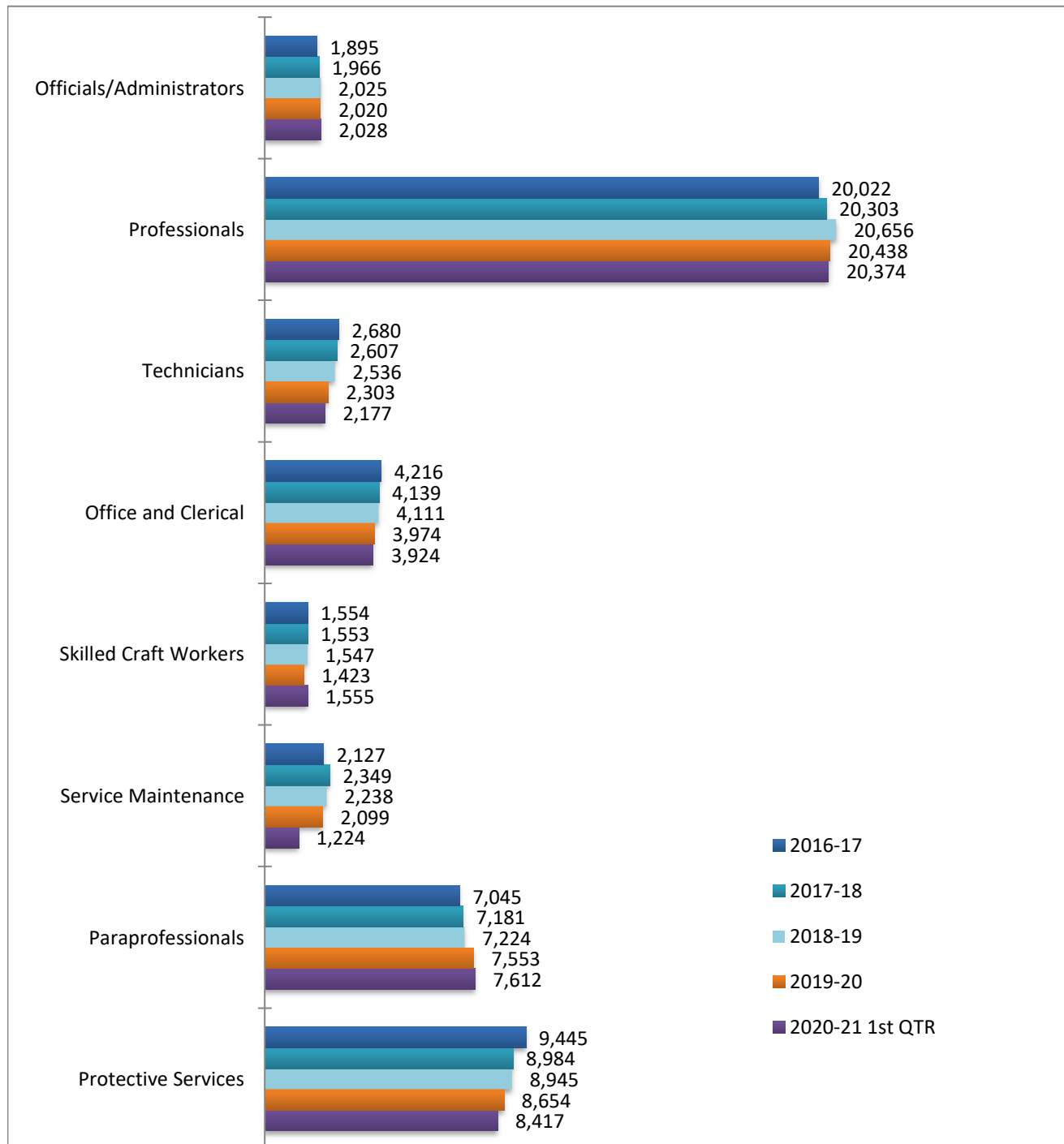
Pay End Date: December 26, 2020

Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE AND RURAL DVLPMT	0	16	49	40	52	68	51	44	71	40	23	6	460
ATTORNEY GENERAL	0	2	26	66	57	70	64	83	74	50	19	6	517
AUDITOR GENERAL	1	12	34	20	16	13	17	19	19	4	1	0	156
CIVIL RIGHTS	0	0	3	8	9	11	11	13	7	6	3	3	74
CIVIL SERVICE COMMISSION	1	22	38	40	50	57	67	68	63	30	13	0	449
CORRECTIONS	29	439	972	1,299	1,249	1,451	2,025	1,948	1,155	574	155	35	11,331
EDUCATION	0	9	12	26	56	74	74	94	61	61	29	10	506
ENVIRONMENT, GREAT LAKES & ENERGY	0	23	125	111	115	181	136	156	181	112	58	10	1,208
EXECUTIVE OFFICE	0	9	21	10	14	6	5	7	2	0	1	0	75
INSURANCE AND FINANCIAL SERV	0	14	31	37	42	51	43	42	33	19	3	2	317
LABOR & ECONOMIC OPPORTUNITY	3	49	133	198	300	337	382	375	359	266	110	44	2,556
LICENSING & REGULATORY AFFAIRS	3	44	102	142	214	206	211	203	194	145	66	24	1,554
MDHHS - COMMUNITY HEALTH	0	75	291	404	469	452	472	488	491	354	124	41	3,661
MDHHS - HUMAN SERVICES	2	227	918	1,313	1,601	1,624	1,567	1,363	970	616	207	68	10,476
MILITARY & VETERAN AFFAIRS	0	11	42	64	93	84	97	123	131	79	23	4	751
NATURAL RESOURCES	6	49	156	171	206	224	255	204	178	104	50	23	1,626
STATE	0	45	143	179	132	175	163	195	181	99	29	4	1,345
STATE POLICE	0	133	562	510	295	346	461	368	207	73	16	4	2,975
TECHNOLOGY, MANAGEMENT & BUDGET	4	71	152	243	306	381	419	451	460	299	96	22	2,904
TRANSPORTATION	3	102	174	226	266	390	394	452	401	259	74	25	2,766
TREASURY	2	36	88	164	196	235	197	221	230	164	57	14	1,604
Statewide Total:	54	1,388	4,072	5,271	5,738	6,436	7,111	6,917	5,468	3,354	1,157	345	47,311
Average Age:	19.5	23.3	27.7	32.5	37.5	42.5	47.6	52.4	57.4	62.2	66.9	72.9	45.1

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF23

**STATE OF MICHIGAN**  
**EMPLOYMENT TREND OF JOB CATEGORIES**  
**Fiscal Years 2016-17 through 2020-21 1st QTR**



**2020-21 1st QTR Total: 47,311**

**Comment:** This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

**Source:** Michigan Civil Service Commission HWF27 for the last full pay period in each fiscal year

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay End Date: December 26, 2020

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	6	0	6
ALGER	249	3	252
ALLEGAN	208	25	233
ALPENA	151	35	186
ANTRIM	27	2	29
ARENAC	29	2	31
BARAGA	320	10	330
BARRY	110	44	154
BAY	336	15	351
BENZIE	31	1	32
BERRIEN	325	26	351
BRANCH	341	4	345
CALHOUN	380	10	390
CASS	92	17	109
CHARLEVOIX	20	8	28
CHEBOYGAN	62	11	73
CHIPPEWA	892	39	931
CLARE	62	4	66
CLINTON	148	12	160
CRAWFORD	158	48	206
DELTA	174	29	203
DICKINSON	62	3	65
EATON	3,277	147	3,424
EMMET	82	11	93
GENESEE	819	74	893
GLADWIN	45	4	49
GOGEBIC	56	3	59
GRAND TRAVERSE	304	8	312
GRATIOT	788	7	795
HILLSDALE	65	3	68
HOUGHTON	76	11	87
HURON	40	3	43
INGHAM	9,910	790	10,700
IONIA	1,385	10	1,395
IOSCO	56	3	59
IRON	48	1	49
ISABELLA	164	8	172
JACKSON	1,968	57	2,025
KALAMAZOO	1,097	87	1,184
KALKASKA	51	2	53
KENT	1,477	58	1,535
KEWEENAW	3	0	3
LAKE	36	0	36
LAPEER	426	6	432

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF55

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay End Date: December 26, 2020

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	2	1	3
LENAWEE	566	13	579
LIVINGSTON	524	19	543
LUCE	252	6	258
MACKINAC	116	61	177
MACOMB	1,360	7	1,367
MANISTEE	312	4	316
MARQUETTE	819	26	845
MASON	44	3	47
MECOSTA	81	4	85
MENOMINEE	27	6	33
MIDLAND	93	4	97
MISSAUKEE	68	1	69
MONROE	202	7	209
MONTCALM	588	5	593
MONTMORENCY	50	8	58
MUSKEGON	819	13	832
NEWAYGO	71	5	76
OAKLAND	1,140	64	1,204
OCEANA	98	3	101
OGEMAW	91	5	96
ONTONAGON	19	0	19
OSCEOLA	25	4	29
OSCODA	23	1	24
OTSEGO	310	19	329
OTTAWA	204	11	215
OUT OF STATE	31	2	33
PRESQUE ISLE	19	2	21
ROSCOMMON	122	8	130
SAGINAW	824	16	840
SANILAC	44	6	50
SCHOOLCRAFT	40	3	43
SHIAWASSEE	78	3	81
ST CLAIR	236	31	267
ST JOSEPH	82	1	83
TUSCOLA	415	90	505
VAN BUREN	246	12	258
WASHTENAW	1,339	27	1,366
WAYNE	4,943	148	5,091
WEXFORD	168	11	179
WORK AT HOME - MI	1,723	440	2,163
<b>Grand Total:</b>	<b>44,570</b>	<b>2,741</b>	<b>47,311</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF55

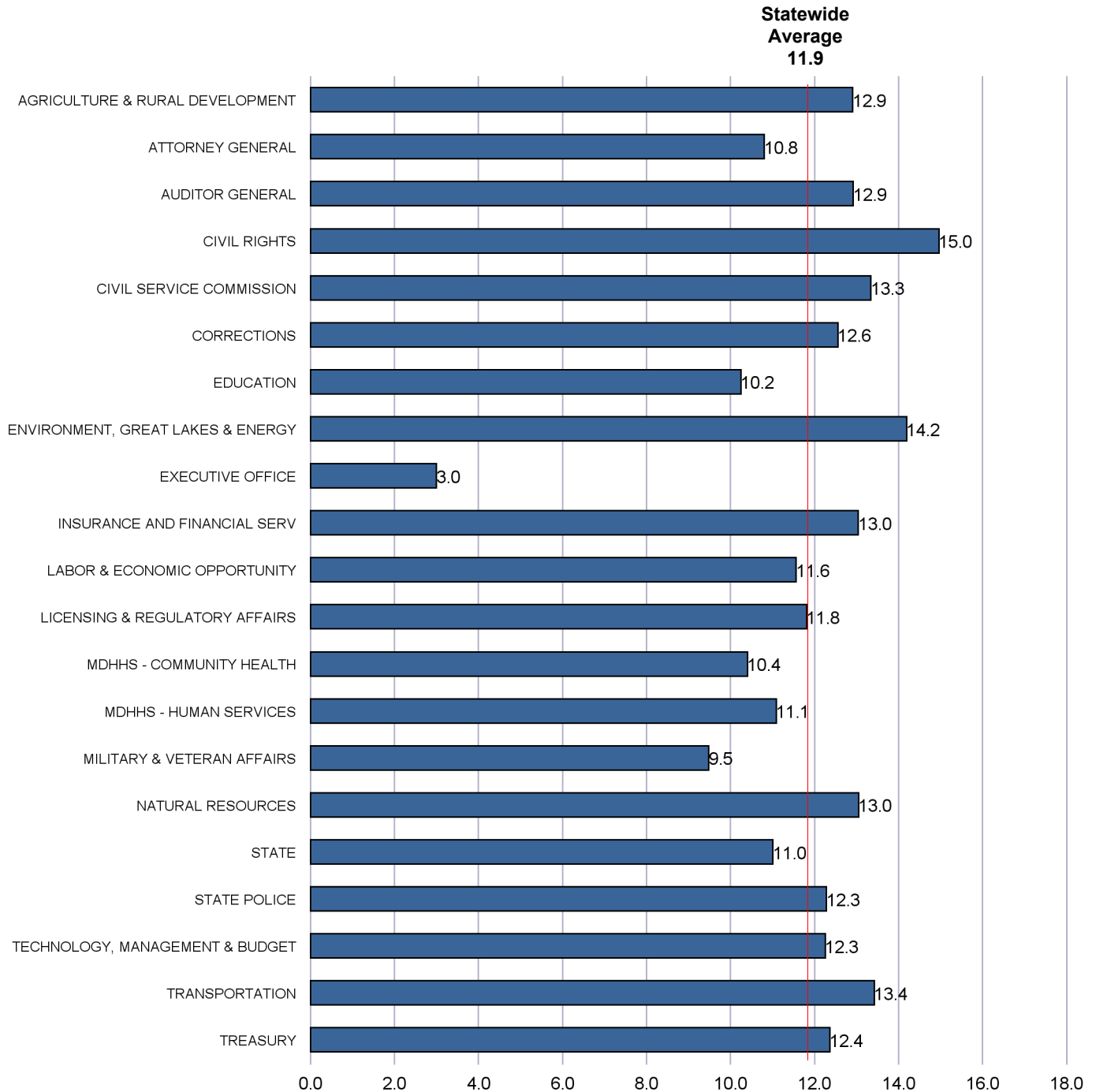
## SECTION THREE

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# **EMPLOYEE CONTINUITY OVERVIEW**



**STATE OF MICHIGAN**  
**AVERAGE YEARS OF SERVICE BY DEPARTMENT**  
**Pay End Date: December 26, 2020**



**Comments:** This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

**Source:** Michigan Civil Service Commission HWF18

# STATE OF MICHIGAN

Table 3-1

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: December 26, 2020

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	65	82	2	4	0	0	2	2	1	0	0	0	0	2	70	90	0	0
06 - 10 YEARS	35	40	2	4	0	0	0	1	0	2	0	0	0	0	37	47	0	0
11 - 15 YEARS	17	20	1	1	0	1	1	0	0	0	0	0	0	0	19	22	0	0
16 - 20 YEARS	27	30	0	2	0	0	0	0	0	1	0	0	0	0	27	33	0	0
21 - 25 YEARS	25	17	1	1	1	0	0	1	0	1	0	0	0	0	27	20	0	1
26 - 30 YEARS	19	9	0	0	0	0	1	0	0	0	0	0	0	0	20	9	1	0
31 - 35 YEARS	15	13	0	3	0	0	0	0	0	0	0	0	0	0	15	16	0	2
36 - 40 YEARS	0	2	0	0	0	0	0	0	1	0	0	0	0	0	1	2	0	1
MORE THAN 40 YEARS	2	3	0	0	0	0	0	0	0	0	0	0	0	0	2	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>205</b>	<b>216</b>	<b>6</b>	<b>15</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>218</b>	<b>242</b>	<b>1</b>	<b>4</b>
MORE THAN 10 YEARS	105	94	2	7	1	1	2	1	1	2	0	0	0	0	111	105	1	4
AVERAGE YEARS	13.9	12.0	10.2	13.7	21.0	12.0	11.5	9.3	21.0	15.0	0.0	0.0	0.0	1.5	13.9	12.1	30.0	31.8

### DEPARTMENT AVERAGE YEARS

12.9

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ATTORNEY GENERAL</b>																		
00 - 05 YEARS	72	109	7	16	0	0	0	3	0	1	0	0	1	2	80	131	0	0
06 - 10 YEARS	36	55	2	7	0	0	0	1	2	0	0	0	0	0	40	63	0	0
11 - 15 YEARS	27	19	0	4	0	0	0	0	0	0	0	0	0	0	27	23	1	0
16 - 20 YEARS	22	36	5	4	0	0	0	2	0	0	0	0	0	0	27	42	0	0
21 - 25 YEARS	15	21	0	4	0	0	0	0	0	2	0	0	0	0	15	27	0	0
26 - 30 YEARS	8	5	1	0	0	0	0	1	0	0	0	0	0	0	9	6	0	0
31 - 35 YEARS	8	5	0	2	0	0	0	0	0	0	0	0	0	0	8	7	0	0
36 - 40 YEARS	2	2	1	1	0	0	0	0	0	0	0	0	0	0	3	3	0	0
MORE THAN 40 YEARS	2	3	0	0	0	0	1	0	0	0	0	0	0	0	3	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>192</b>	<b>255</b>	<b>16</b>	<b>38</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>212</b>	<b>305</b>	<b>1</b>	<b>0</b>
MORE THAN 10 YEARS	84	91	7	15	0	0	1	3	0	2	0	0	0	0	92	111	1	0
AVERAGE YEARS	11.6	10.1	10.7	11.2	0.0	0.0	41.0	11.7	7.5	15.3	0.0	0.0	2.0	2.5	11.6	10.3	13.0	0.0

**DEPARTMENT AVERAGE YEARS****10.8**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>AUDITOR GENERAL</b>																		
00 - 05 YEARS	26	28	3	0	0	0	2	0	0	0	0	0	0	0	31	28	0	0
06 - 10 YEARS	18	14	0	0	0	0	0	1	0	0	0	0	0	0	18	15	0	0
11 - 15 YEARS	1	4	0	0	0	0	0	0	0	0	0	0	0	0	1	4	0	0
16 - 20 YEARS	2	7	0	0	0	0	0	0	0	1	0	0	0	0	2	8	0	0
21 - 25 YEARS	13	9	1	1	0	0	0	0	0	0	0	0	0	0	14	10	0	0
26 - 30 YEARS	2	7	0	0	0	0	0	0	0	0	0	0	0	0	2	7	0	0
31 - 35 YEARS	5	7	1	0	0	0	0	0	0	0	0	0	0	0	6	7	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>70</b>	<b>76</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>77</b>	<b>79</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS	26	34	2	1	0	0	0	0	0	1	0	0	0	0	28	36	0	0
AVERAGE YEARS	13.0	13.0	13.6	25.0	0.0	0.0	4.0	6.0	0.0	20.0	0.0	0.0	0.0	0.0	12.8	13.2	0.0	0.0

**DEPARTMENT AVERAGE YEARS****13.0**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

# STATE OF MICHIGAN

Table 3-1

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: December 26, 2020

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																		
00 - 05 YEARS	1	4	1	2	0	1	0	1	0	0	0	0	0	0	2	8	0	0
06 - 10 YEARS	1	6	1	7	0	0	0	0	0	0	0	0	1	0	3	13	0	0
11 - 15 YEARS	0	3	3	9	0	0	0	2	0	1	0	0	0	0	3	15	0	0
16 - 20 YEARS	3	2	1	5	0	0	0	1	0	0	0	0	0	0	4	8	0	0
21 - 25 YEARS	1	0	0	6	0	0	0	0	0	0	0	0	0	0	1	6	0	0
26 - 30 YEARS	2	1	2	1	0	0	0	1	0	0	0	0	0	0	4	3	0	0
31 - 35 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
<b>DEPARTMENT TOTAL</b>	<b>8</b>	<b>17</b>	<b>8</b>	<b>33</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>17</b>	<b>57</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS	6	7	6	24	0	0	0	4	0	1	0	0	0	0	12	36	0	0
AVERAGE YEARS	18.1	11.5	14.8	16.8	0.0	3.0	0.0	14.2	0.0	12.0	0.0	0.0	6.0	0.0	15.8	14.7	0.0	0.0

### DEPARTMENT AVERAGE YEARS

14.9

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CIVIL SERVICE COMMISSION</b>																		
00 - 05 YEARS	18	83	4	14	0	1	0	5	0	1	0	0	3	5	25	109	0	1
06 - 10 YEARS	15	60	5	11	0	1	0	1	0	2	0	0	0	0	20	75	0	0
11 - 15 YEARS	9	33	0	4	0	0	0	2	0	0	0	0	0	0	9	39	1	0
16 - 20 YEARS	5	42	3	5	0	0	1	1	0	1	0	0	0	0	9	49	0	0
21 - 25 YEARS	5	35	0	3	0	1	0	0	0	2	0	0	0	0	5	41	0	0
26 - 30 YEARS	3	10	1	6	0	0	0	1	0	1	0	0	0	0	4	18	0	0
31 - 35 YEARS	1	19	1	11	0	2	0	4	0	0	0	0	0	0	2	36	0	0
36 - 40 YEARS	0	2	0	0	0	0	0	1	0	0	0	0	0	0	0	3	0	0
MORE THAN 40 YEARS	0	3	0	1	0	1	0	0	0	0	0	0	0	0	0	5	0	1
<b>DEPARTMENT TOTAL</b>	<b>56</b>	<b>287</b>	<b>14</b>	<b>55</b>	<b>0</b>	<b>6</b>	<b>1</b>	<b>15</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>5</b>	<b>74</b>	<b>375</b>	<b>1</b>	<b>2</b>
MORE THAN 10 YEARS	23	144	5	30	0	4	1	9	0	4	0	0	0	0	29	191	1	1
AVERAGE YEARS	10.6	13.1	11.9	16.6	0.0	22.3	20.0	17.2	0.0	16.0	0.0	0.0	3.0	2.0	10.7	13.9	12.0	23.0

**DEPARTMENT AVERAGE YEARS****13.3**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CORRECTIONS</b>																		
00 - 05 YEARS	1,781	998	318	303	61	18	73	38	13	5	1	1	25	21	2,272	1,384	1	0
06 - 10 YEARS	1,071	482	179	132	31	9	39	17	12	6	0	0	0	0	1,332	646	0	0
11 - 15 YEARS	581	347	127	153	23	5	30	16	5	5	0	0	0	0	766	526	1	0
16 - 20 YEARS	677	306	100	136	17	6	15	18	4	2	0	0	0	1	813	469	1	1
21 - 25 YEARS	1,314	404	137	153	31	12	39	20	7	3	0	0	0	0	1,528	592	2	1
26 - 30 YEARS	381	139	37	51	7	3	6	8	3	0	0	0	0	0	434	201	2	6
31 - 35 YEARS	151	79	24	37	6	1	3	3	1	0	0	0	0	0	185	120	3	4
36 - 40 YEARS	12	11	7	8	2	0	0	1	0	0	0	0	0	0	21	20	3	1
MORE THAN 40 YEARS	7	8	2	5	0	0	0	0	0	0	0	0	0	0	9	13	1	0
<b>DEPARTMENT TOTAL</b>	<b>5,975</b>	<b>2,774</b>	<b>931</b>	<b>978</b>	<b>178</b>	<b>54</b>	<b>205</b>	<b>121</b>	<b>45</b>	<b>21</b>	<b>1</b>	<b>1</b>	<b>25</b>	<b>22</b>	<b>7,360</b>	<b>3,971</b>	<b>14</b>	<b>13</b>
MORE THAN 10 YEARS	3,123	1,294	434	543	86	27	93	66	20	10	0	0	0	1	3,756	1,941	13	13
AVERAGE YEARS	13.1	11.8	11.6	13.2	12.2	12.5	11.2	13.0	11.4	10.8	1.0	2.0	1.3	2.4	12.8	12.1	28.3	28.8

**DEPARTMENT AVERAGE YEARS****12.6**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	31	103	1	11	0	0	2	3	2	4	0	0	0	3	36	124	0	0
06 - 10 YEARS	41	78	2	20	1	0	1	3	1	1	0	0	0	0	46	102	0	0
11 - 15 YEARS	16	50	3	9	0	0	0	1	1	1	0	0	0	0	20	61	0	1
16 - 20 YEARS	18	37	2	2	0	0	0	0	0	0	0	0	0	0	20	39	0	0
21 - 25 YEARS	8	23	2	2	0	0	1	2	0	0	0	0	0	0	11	27	0	0
26 - 30 YEARS	1	2	0	0	0	0	0	0	0	0	0	0	0	0	1	2	1	0
31 - 35 YEARS	2	6	0	1	0	0	0	0	0	1	0	0	0	0	2	8	0	0
36 - 40 YEARS	1	2	0	0	0	0	0	1	0	0	0	0	0	0	1	3	0	0
MORE THAN 40 YEARS	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>118</b>	<b>303</b>	<b>10</b>	<b>46</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>10</b>	<b>4</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>137</b>	<b>369</b>	<b>1</b>	<b>1</b>
MORE THAN 10 YEARS	46	122	7	15	0	0	1	4	1	2	0	0	0	0	55	143	1	1
AVERAGE YEARS	10.4	10.3	13.9	9.7	9.0	0.0	7.8	12.9	5.0	9.4	0.0	0.0	0.0	0.7	10.4	10.2	26.0	11.0

**DEPARTMENT AVERAGE YEARS****10.3**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18



**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ENVIRONMENT, GREAT LAKES &amp; ENERGY</b>																		
00 - 05 YEARS	173	186	2	13	1	2	3	2	9	4	0	0	1	7	189	214	0	0
06 - 10 YEARS	77	87	0	3	0	0	1	1	0	5	0	0	0	0	78	96	0	0
11 - 15 YEARS	32	57	2	1	0	0	0	1	0	1	0	0	0	0	34	60	0	0
16 - 20 YEARS	85	74	4	0	0	1	1	2	1	0	0	0	0	0	91	77	0	0
21 - 25 YEARS	68	51	1	2	0	0	1	1	2	4	0	0	0	0	72	58	0	0
26 - 30 YEARS	63	41	1	2	0	0	3	1	6	3	0	0	0	0	73	47	1	1
31 - 35 YEARS	46	29	2	2	0	1	1	1	0	0	0	0	0	0	49	33	2	0
36 - 40 YEARS	7	4	3	1	0	0	0	0	0	0	0	0	0	0	10	5	0	0
MORE THAN 40 YEARS	12	7	1	1	1	0	0	0	0	0	0	0	0	0	14	8	3	2
<b>DEPARTMENT TOTAL</b>	<b>563</b>	<b>536</b>	<b>16</b>	<b>25</b>	<b>2</b>	<b>4</b>	<b>10</b>	<b>9</b>	<b>18</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>610</b>	<b>598</b>	<b>6</b>	<b>3</b>
MORE THAN 10 YEARS	313	263	14	9	1	2	6	6	9	8	0	0	0	0	343	288	6	3
AVERAGE YEARS	15.3	12.9	22.8	12.4	22.0	14.0	17.3	16.7	14.1	14.1	0.0	0.0	4.0	1.1	15.5	12.8	36.3	38.0

**DEPARTMENT AVERAGE YEARS****14.2**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	12	35	5	6	0	1	1	5	1	1	0	0	0	1	19	49	0	0
06 - 10 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0
11 - 15 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0
16 - 20 YEARS	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	2	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>12</b>	<b>38</b>	<b>5</b>	<b>9</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>19</b>	<b>56</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS	0	2	0	2	0	0	0	1	0	0	0	0	0	0	0	5	0	0
AVERAGE YEARS	2.2	2.9	1.2	5.9	0.0	2.0	0.0	4.3	2.0	3.0	0.0	0.0	0.0	0.0	1.8	3.5	0.0	0.0

**DEPARTMENT AVERAGE YEARS****3.1**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	48	38	1	6	0	0	1	1	0	1	0	0	1	0	51	46	0	0
06 - 10 YEARS	17	20	2	3	0	1	3	0	0	1	0	0	0	0	22	25	0	0
11 - 15 YEARS	13	33	1	7	0	0	0	2	0	2	0	0	0	0	14	44	0	0
16 - 20 YEARS	13	23	2	2	0	0	1	0	1	0	0	0	0	0	17	25	0	0
21 - 25 YEARS	6	21	0	3	0	0	0	2	0	0	0	0	0	0	6	26	0	1
26 - 30 YEARS	7	6	0	1	0	0	0	0	0	0	0	0	0	0	7	7	0	1
31 - 35 YEARS	7	9	2	1	0	0	0	1	0	0	0	0	0	0	9	11	0	1
36 - 40 YEARS	2	3	0	0	0	0	0	0	0	0	0	0	0	0	2	3	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>114</b>	<b>154</b>	<b>8</b>	<b>23</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>6</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>129</b>	<b>188</b>	<b>0</b>	<b>3</b>
MORE THAN 10 YEARS	49	96	5	14	0	0	1	5	1	2	0	0	0	0	56	117	0	3
AVERAGE YEARS	11.5	14.1	16.6	13.0	0.0	9.0	8.6	17.5	18.0	9.3	0.0	0.0	1.0	0.0	11.7	14.0	0.0	29.3

**DEPARTMENT AVERAGE YEARS****13.0**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	197	380	45	250	1	4	12	31	3	16	1	1	5	19	264	701	1	1
06 - 10 YEARS	93	162	17	65	4	0	4	10	1	1	0	0	0	0	119	238	1	2
11 - 15 YEARS	76	159	24	84	0	2	9	5	2	1	0	0	0	0	111	251	2	2
16 - 20 YEARS	78	156	28	146	3	2	7	6	3	4	0	0	0	0	119	314	2	1
21 - 25 YEARS	51	70	6	38	1	1	3	3	0	3	0	0	0	0	61	115	2	0
26 - 30 YEARS	23	43	7	22	0	0	1	3	1	1	0	0	0	0	32	69	0	4
31 - 35 YEARS	15	25	10	28	1	0	5	3	2	1	0	0	0	0	33	57	2	5
36 - 40 YEARS	8	12	1	6	0	0	1	1	0	1	0	0	0	0	10	20	1	0
MORE THAN 40 YEARS	5	22	1	13	0	0	0	1	0	0	0	0	0	0	6	36	2	2
<b>DEPARTMENT TOTAL</b>	<b>546</b>	<b>1,029</b>	<b>139</b>	<b>652</b>	<b>10</b>	<b>9</b>	<b>42</b>	<b>63</b>	<b>12</b>	<b>28</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>19</b>	<b>755</b>	<b>1,801</b>	<b>13</b>	<b>17</b>
MORE THAN 10 YEARS	256	487	77	337	5	5	26	22	8	11	0	0	0	0	372	862	11	14
AVERAGE YEARS	11.6	11.4	12.9	11.8	14.4	11.2	13.9	10.0	15.8	10.3	4.0	1.0	1.0	1.1	12.0	11.4	23.4	25.2

**DEPARTMENT AVERAGE YEARS****11.6**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

# STATE OF MICHIGAN

Table 3-1

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: December 26, 2020

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	190	255	14	34	0	0	5	9	2	4	0	0	1	11	212	313	0	0
06 - 10 YEARS	116	151	7	29	3	2	4	2	0	3	0	0	0	0	130	187	0	0
11 - 15 YEARS	77	117	5	24	0	1	1	5	4	4	0	0	0	0	87	151	0	0
16 - 20 YEARS	43	94	6	25	0	1	1	3	1	0	0	0	0	0	51	123	0	0
21 - 25 YEARS	41	61	3	25	0	2	1	3	0	2	0	0	0	0	45	93	0	0
26 - 30 YEARS	25	41	1	3	0	0	0	2	0	1	0	0	0	0	26	47	1	0
31 - 35 YEARS	12	27	1	14	0	0	0	4	2	1	0	0	0	0	15	46	0	3
36 - 40 YEARS	2	4	2	1	0	0	0	0	0	0	0	0	0	0	4	5	0	0
MORE THAN 40 YEARS	8	9	2	0	0	0	0	0	0	0	0	0	0	0	10	9	0	1
<b>DEPARTMENT TOTAL</b>	<b>514</b>	<b>759</b>	<b>41</b>	<b>155</b>	<b>3</b>	<b>6</b>	<b>12</b>	<b>28</b>	<b>9</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>11</b>	<b>580</b>	<b>974</b>	<b>1</b>	<b>4</b>
MORE THAN 10 YEARS	208	353	20	92	0	4	3	17	7	8	0	0	0	0	238	474	1	4
AVERAGE YEARS	10.9	11.9	14.1	14.2	6.3	15.2	8.9	15.0	15.3	12.3	0.0	0.0	1.0	1.8	11.1	12.2	28.0	34.8

### DEPARTMENT AVERAGE YEARS

11.8

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	320	649	155	326	2	3	12	32	22	19	1	0	10	19	522	1,048	0	0
06 - 10 YEARS	170	315	71	117	1	3	6	15	6	19	0	0	0	0	254	469	0	1
11 - 15 YEARS	99	199	31	51	0	2	3	7	4	5	0	0	0	0	137	264	0	0
16 - 20 YEARS	89	170	26	66	0	0	4	8	3	7	0	0	0	0	122	251	0	1
21 - 25 YEARS	78	131	18	46	1	3	2	2	3	6	0	0	0	0	102	188	1	0
26 - 30 YEARS	32	48	12	22	1	0	1	0	0	3	0	0	0	0	46	73	2	4
31 - 35 YEARS	20	49	16	20	0	1	1	3	1	1	0	0	0	0	38	74	0	2
36 - 40 YEARS	6	12	2	3	0	0	1	1	1	0	0	0	0	0	10	16	0	2
MORE THAN 40 YEARS	10	25	6	3	0	1	1	0	1	0	0	0	0	0	18	29	1	3
<b>DEPARTMENT TOTAL</b>	<b>824</b>	<b>1,598</b>	<b>337</b>	<b>654</b>	<b>5</b>	<b>13</b>	<b>31</b>	<b>68</b>	<b>41</b>	<b>60</b>	<b>1</b>	<b>0</b>	<b>10</b>	<b>19</b>	<b>1,249</b>	<b>2,412</b>	<b>4</b>	<b>13</b>
MORE THAN 10 YEARS	334	634	111	211	2	7	13	21	13	22	0	0	0	0	473	895	4	12
AVERAGE YEARS	10.9	10.8	10.1	9.3	12.4	15.5	12.2	9.2	9.2	10.7	4.0	0.0	1.0	1.3	10.6	10.3	31.0	31.4

**DEPARTMENT AVERAGE YEARS****10.4**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>MDHHS - HUMAN SERVICES</b>																		
00 - 05 YEARS	417	1,747	148	849	5	20	28	90	4	16	1	1	23	59	626	2,782	1	0
06 - 10 YEARS	367	1,359	118	655	3	19	20	59	2	12	0	0	0	0	510	2,104	0	3
11 - 15 YEARS	195	956	57	507	2	4	11	50	4	7	0	0	0	1	269	1,525	0	1
16 - 20 YEARS	110	495	32	263	0	4	12	28	2	4	0	1	0	0	156	795	0	4
21 - 25 YEARS	116	395	43	339	1	4	6	35	0	5	0	0	0	0	166	778	0	3
26 - 30 YEARS	50	169	19	93	0	3	5	20	3	3	0	0	0	0	77	288	3	6
31 - 35 YEARS	34	75	11	71	0	0	6	14	1	3	0	0	0	0	52	163	3	4
36 - 40 YEARS	11	21	5	36	0	0	1	1	0	1	0	0	0	0	17	59	2	0
MORE THAN 40 YEARS	15	38	6	46	0	0	1	2	0	1	0	0	0	0	22	87	1	2
<b>DEPARTMENT TOTAL</b>	<b>1,315</b>	<b>5,255</b>	<b>439</b>	<b>2,859</b>	<b>11</b>	<b>54</b>	<b>90</b>	<b>299</b>	<b>16</b>	<b>52</b>	<b>1</b>	<b>2</b>	<b>23</b>	<b>60</b>	<b>1,895</b>	<b>8,581</b>	<b>10</b>	<b>23</b>
MORE THAN 10 YEARS	531	2,149	173	1,355	3	15	42	150	10	24	0	1	0	1	759	3,695	9	20
AVERAGE YEARS	11.3	10.5	11.4	12.1	7.6	9.4	12.9	12.6	13.4	13.0	3.0	11.5	2.2	1.9	11.3	11.1	31.6	24.3

**DEPARTMENT AVERAGE YEARS****11.1**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>MILITARY &amp; VETERAN AFFAIRS</b>																		
00 - 05 YEARS	150	150	15	7	0	3	8	3	2	3	0	0	3	3	178	169	0	0
06 - 10 YEARS	74	55	5	6	0	1	3	0	2	1	0	0	0	0	84	63	0	0
11 - 15 YEARS	44	25	1	3	1	0	0	1	0	2	0	0	0	0	46	31	0	0
16 - 20 YEARS	33	25	1	6	0	0	0	1	0	0	0	0	0	0	34	32	0	0
21 - 25 YEARS	18	24	3	7	0	0	4	0	0	1	0	0	0	0	25	32	0	0
26 - 30 YEARS	23	17	0	0	0	0	1	0	0	0	0	0	0	0	24	17	0	0
31 - 35 YEARS	6	1	1	1	0	0	1	0	0	0	0	0	0	0	8	2	1	0
36 - 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	1	0
MORE THAN 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>353</b>	<b>298</b>	<b>26</b>	<b>30</b>	<b>1</b>	<b>4</b>	<b>17</b>	<b>5</b>	<b>4</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>404</b>	<b>347</b>	<b>2</b>	<b>0</b>
MORE THAN 10 YEARS	129	93	6	17	1	0	6	2	0	3	0	0	0	0	142	115	2	0
AVERAGE YEARS	10.1	8.9	7.0	13.3	12.0	2.8	11.6	7.6	5.3	9.3	0.0	0.0	1.3	0.3	9.8	9.1	35.5	0.0

**DEPARTMENT AVERAGE YEARS****9.5**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18



**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>NATURAL RESOURCES</b>																		
00 - 05 YEARS	249	205	4	15	3	2	1	2	1	2	0	0	2	2	260	228	0	0
06 - 10 YEARS	199	91	2	4	1	0	4	0	0	0	0	0	0	0	206	95	0	0
11 - 15 YEARS	121	57	2	3	0	0	1	0	0	0	0	0	0	0	124	60	1	0
16 - 20 YEARS	178	58	1	1	2	0	4	0	2	0	0	0	0	0	187	59	0	0
21 - 25 YEARS	154	53	1	1	1	1	1	1	0	1	0	0	1	0	158	57	2	1
26 - 30 YEARS	68	17	0	1	1	0	0	0	0	0	0	0	0	0	69	18	0	0
31 - 35 YEARS	45	21	4	2	1	0	0	4	0	0	0	0	0	0	50	27	1	1
36 - 40 YEARS	8	2	1	0	0	1	0	0	0	0	0	0	0	0	9	3	0	0
MORE THAN 40 YEARS	11	5	0	0	0	0	0	0	0	0	0	0	0	0	11	5	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,033</b>	<b>509</b>	<b>15</b>	<b>27</b>	<b>9</b>	<b>4</b>	<b>11</b>	<b>7</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>1,074</b>	<b>552</b>	<b>4</b>	<b>2</b>
MORE THAN 10 YEARS	585	213	9	8	5	2	6	5	2	1	0	0	1	0	608	229	4	2
AVERAGE YEARS	14.1	11.0	17.5	8.3	14.6	16.8	12.9	22.3	13.3	10.0	0.0	0.0	8.7	2.0	14.1	11.0	23.3	26.5

**DEPARTMENT AVERAGE YEARS****13.0**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATE</b>																		
00 - 05 YEARS	91	307	20	82	0	2	7	16	2	8	0	1	2	4	122	420	0	0
06 - 10 YEARS	65	183	7	48	0	1	3	9	1	3	0	0	1	0	77	244	0	0
11 - 15 YEARS	18	39	1	6	0	0	0	3	0	0	0	0	0	0	19	48	0	0
16 - 20 YEARS	20	96	5	17	0	1	2	3	0	2	0	0	0	0	27	119	0	0
21 - 25 YEARS	25	82	2	22	0	3	1	6	1	1	0	0	0	0	29	114	1	0
26 - 30 YEARS	5	34	1	11	0	0	0	2	0	1	0	0	0	0	6	48	0	2
31 - 35 YEARS	5	17	2	16	0	0	1	3	2	2	0	0	0	0	10	38	1	1
36 - 40 YEARS	0	4	1	5	0	0	0	1	0	0	0	0	0	0	1	10	0	0
MORE THAN 40 YEARS	3	9	0	0	0	1	0	0	0	0	0	0	0	0	3	10	0	0
<b>DEPARTMENT TOTAL</b>	<b>232</b>	<b>771</b>	<b>39</b>	<b>207</b>	<b>0</b>	<b>8</b>	<b>14</b>	<b>43</b>	<b>6</b>	<b>17</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>294</b>	<b>1,051</b>	<b>2</b>	<b>3</b>
MORE THAN 10 YEARS	76	281	12	77	0	5	4	18	3	6	0	0	0	0	95	387	2	3
AVERAGE YEARS	10.1	10.9	10.0	12.1	0.0	18.4	9.5	12.6	16.8	11.2	0.0	2.0	5.3	1.3	10.1	11.3	26.0	30.0

**DEPARTMENT AVERAGE YEARS****11.0**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATE POLICE</b>																		
00 - 05 YEARS	600	276	49	21	8	0	13	10	6	3	0	0	10	2	686	312	0	0
06 - 10 YEARS	460	155	19	2	4	1	12	6	2	1	0	0	0	0	497	165	0	0
11 - 15 YEARS	92	80	3	5	0	1	4	1	2	1	0	0	0	0	101	88	0	0
16 - 20 YEARS	226	74	4	3	3	0	3	4	0	0	0	0	0	0	236	81	0	1
21 - 25 YEARS	363	77	16	8	4	0	8	1	5	0	0	0	0	0	396	86	0	0
26 - 30 YEARS	165	30	20	0	5	0	4	0	0	0	0	0	0	0	194	30	1	0
31 - 35 YEARS	55	22	5	4	0	0	2	1	1	0	0	0	0	0	63	27	0	2
36 - 40 YEARS	4	3	0	1	0	0	0	1	0	0	0	0	0	0	4	5	1	0
MORE THAN 40 YEARS	1	3	0	0	0	0	0	0	0	0	0	0	0	0	1	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,966</b>	<b>720</b>	<b>116</b>	<b>44</b>	<b>24</b>	<b>2</b>	<b>46</b>	<b>24</b>	<b>16</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>2</b>	<b>2,178</b>	<b>797</b>	<b>2</b>	<b>3</b>
MORE THAN 10 YEARS	906	289	48	21	12	1	21	8	8	1	0	0	0	0	995	320	2	3
AVERAGE YEARS	12.9	10.9	12.7	12.3	14.1	10.0	13.0	10.6	13.4	6.4	0.0	0.0	1.9	1.5	12.8	10.9	32.0	28.3

**DEPARTMENT AVERAGE YEARS****12.3**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

# STATE OF MICHIGAN

Table 3-1

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: December 26, 2020

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>																		
00 - 05 YEARS	465	246	20	30	3	0	14	12	44	57	0	0	8	9	554	354	1	0
06 - 10 YEARS	430	166	24	22	2	1	11	8	26	36	0	0	1	0	494	233	0	0
11 - 15 YEARS	178	95	11	8	0	0	1	1	19	25	0	0	0	0	209	129	0	0
16 - 20 YEARS	135	70	4	7	0	1	1	1	24	9	0	0	0	0	164	88	0	0
21 - 25 YEARS	218	102	10	10	1	0	5	3	11	1	0	0	0	0	245	116	1	0
26 - 30 YEARS	61	37	3	5	0	2	3	1	5	3	0	0	0	0	72	48	0	2
31 - 35 YEARS	46	43	10	15	1	0	2	4	3	3	0	0	0	0	62	65	2	2
36 - 40 YEARS	7	11	3	2	0	0	0	0	2	1	0	0	0	0	12	14	0	0
MORE THAN 40 YEARS	19	18	3	2	0	0	1	2	0	0	0	0	0	0	23	22	1	0
<b>DEPARTMENT TOTAL</b>	<b>1,559</b>	<b>788</b>	<b>88</b>	<b>101</b>	<b>7</b>	<b>4</b>	<b>38</b>	<b>32</b>	<b>134</b>	<b>135</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>9</b>	<b>1,835</b>	<b>1,069</b>	<b>5</b>	<b>4</b>
MORE THAN 10 YEARS	664	376	44	49	2	3	13	12	64	42	0	0	0	0	787	482	4	4
AVERAGE YEARS	11.9	13.2	15.2	15.0	10.4	19.8	12.2	14.2	11.4	8.8	0.0	0.0	2.6	1.7	12.0	12.8	26.0	29.8

### DEPARTMENT AVERAGE YEARS

12.3

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	588	235	21	17	17	7	14	9	16	14	0	0	6	2	662	284	0	0
06 - 10 YEARS	217	90	10	8	5	1	3	4	0	2	0	0	0	0	235	105	0	0
11 - 15 YEARS	187	74	6	11	2	0	4	0	3	0	0	0	0	0	202	85	0	0
16 - 20 YEARS	300	109	8	6	5	1	3	1	7	7	0	0	0	0	323	124	1	1
21 - 25 YEARS	201	75	13	5	4	3	4	1	4	7	0	0	0	0	226	91	0	0
26 - 30 YEARS	109	40	7	6	1	0	3	0	1	0	0	0	0	0	121	46	4	2
31 - 35 YEARS	117	40	9	11	3	2	5	2	4	2	0	0	0	0	138	57	2	4
36 - 40 YEARS	19	5	4	3	0	0	2	0	1	0	0	0	0	0	26	8	1	1
MORE THAN 40 YEARS	12	11	5	3	0	0	1	0	1	0	0	0	0	0	19	14	0	2
<b>DEPARTMENT TOTAL</b>	<b>1,750</b>	<b>679</b>	<b>83</b>	<b>70</b>	<b>37</b>	<b>14</b>	<b>39</b>	<b>17</b>	<b>37</b>	<b>32</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>2</b>	<b>1,952</b>	<b>814</b>	<b>8</b>	<b>10</b>
MORE THAN 10 YEARS	945	354	52	45	15	6	22	4	21	16	0	0	0	0	1,055	425	8	10
AVERAGE YEARS	13.3	13.1	17.8	17.6	11.1	12.9	15.6	9.1	14.1	12.6	0.0	0.0	0.7	1.5	13.4	13.4	29.9	33.0

**DEPARTMENT AVERAGE YEARS****13.4**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

# STATE OF MICHIGAN

Table 3-1

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: December 26, 2020

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	155	222	15	58	2	1	6	16	5	7	0	0	6	7	189	311	0	0
06 - 10 YEARS	115	150	14	42	0	0	2	5	3	5	0	0	1	3	135	205	0	0
11 - 15 YEARS	57	125	13	21	0	2	0	6	1	4	0	0	0	0	71	158	0	0
16 - 20 YEARS	65	111	9	28	1	1	1	4	5	5	0	0	0	0	81	149	1	0
21 - 25 YEARS	43	61	5	12	0	1	2	2	1	1	0	0	0	0	51	77	0	1
26 - 30 YEARS	19	23	1	9	0	2	0	1	1	0	0	0	0	0	21	35	1	2
31 - 35 YEARS	21	32	9	16	0	0	1	7	1	0	0	0	0	0	32	55	1	1
36 - 40 YEARS	2	10	1	1	0	0	0	0	0	0	0	0	0	0	3	11	0	0
MORE THAN 40 YEARS	3	7	1	6	0	0	2	1	0	0	0	0	0	0	6	14	1	0
<b>DEPARTMENT TOTAL</b>	<b>480</b>	<b>741</b>	<b>68</b>	<b>193</b>	<b>3</b>	<b>7</b>	<b>14</b>	<b>42</b>	<b>17</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>10</b>	<b>589</b>	<b>1,015</b>	<b>4</b>	<b>4</b>
MORE THAN 10 YEARS	210	369	39	93	1	6	6	21	9	10	0	0	0	0	265	499	4	4
AVERAGE YEARS	11.8	12.4	14.8	13.5	7.0	17.9	15.6	13.5	12.8	10.3	0.0	0.0	3.1	3.9	12.1	12.5	30.0	28.8

### DEPARTMENT AVERAGE YEARS

12.4

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTALS</b>																		
00 - 05 YEARS	5,649	6,338	850	2,064	103	65	204	290	133	166	4	4	107	178	7,050	9,105	4	2
06 -10 YEARS	3,617	3,720	487	1,186	55	40	116	143	58	100	0	0	4	3	4,337	5,192	1	6
11 -15 YEARS	1,840	2,493	291	912	28	18	65	103	45	59	0	0	0	1	2,269	3,586	6	4
16 - 20 YEARS	2,129	2,015	241	725	31	18	56	84	53	43	0	1	0	1	2,510	2,887	5	9
21 - 25 YEARS	2,763	1,712	262	688	45	31	78	83	34	40	0	0	1	0	3,183	2,554	9	8
26 - 30 YEARS	1,066	720	113	233	15	10	28	41	20	16	0	0	0	0	1,242	1,020	17	30
31 - 35 YEARS	611	520	108	256	12	7	28	54	18	14	0	0	0	0	777	851	18	32
36 - 40 YEARS	94	110	31	68	2	1	5	8	5	3	0	0	0	0	137	190	9	5
MORE THAN 40 YEARS	116	175	27	83	1	3	7	6	2	1	0	0	0	0	153	268	10	13
<b>STATEWIDE TOTAL</b>	<b>17,885</b>	<b>17,803</b>	<b>2,410</b>	<b>6,215</b>	<b>292</b>	<b>193</b>	<b>587</b>	<b>812</b>	<b>368</b>	<b>442</b>	<b>4</b>	<b>5</b>	<b>112</b>	<b>183</b>	<b>21,658</b>	<b>25,653</b>	<b>79</b>	<b>109</b>
MORE THAN 10 YEARS	8,619	7,745	1,073	2,965	134	88	267	379	177	176	0	1	2	2	10,271	11,356	74	101
AVERAGE YEARS	12.6	11.3	12.0	12.2	12.1	12.6	12.3	12.4	12.0	10.7	3.0	5.6	2.1	1.8	12.5	11.5	28.3	28.3
<b>STATEWIDE AVERAGE YEARS</b>			<b>11.9</b>															

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**STATEWIDE SEPARATIONS BY REASON**  
**First Quarter of FY 2021**

<b>SEPARATION REASON</b>	<b>TOTAL</b>	<b>PERCENT OF SEPARATIONS</b>
<b><i>INVOLUNTARY SEPARATIONS</i></b>		
Death	17	1.4%
Dismissal	80	6.5%
Expired Appointment	48	3.9%
<b>Total Involuntary Separations</b>	<b>145</b>	<b>11.8%</b>
<b><i>VOLUNTARY SEPARATIONS</i></b>		
Resigned Classified Employment	581	47.4%
Layoff/Leave of Absence Rights Expired	70	5.7%
Waived Rights Leave of Absence	55	4.5%
Settlement	0	0.0%
<b>Total Voluntary Separations</b>	<b>706</b>	<b>57.6%</b>
<b><i>RETIREMENT</i></b>		
Retirement	359	29.2%
Disability Retirement	9	0.7%
Deferred Retirement	9	0.7%
<b>Total Retirements</b>	<b>377</b>	<b>30.6%</b>
<b><i>UNDEFINED SEPARATIONS</i></b>		
<b>Undefined Separations</b>	<b>0</b>	<b>0.0%</b>
<b>TOTAL SEPARATIONS</b>	<b>1,228</b>	<b>100.0%</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, and noncareer in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent approximately 83.2 percent of all noncareer appointments at this time.



**STATE OF MICHIGAN**  
**NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT**  
**September 20, 2020 Through December 26, 2020**

**NUMBER OF HIRES AND RETURNS****NUMBER OF SEPARATIONS AND LAYOFFS**

	NON		RETURNS FROM									
	CAREER	CAREER	WAIVED RIGHTS		TOTAL	SEASONAL	RIF	MED	UNDEFINED	TOTAL	NET	
DEPARTMENT	HIRES	HIRES	RECALLS	LEAVES	APPOINTMENTS	SEPARATIONS	LAYOFFS	LAYOFFS	LAYOFFS	LAYOFFS	SEPARATIONS	TOTAL
AGRICULTURE & RURAL DEVELOPMENT	5	0	1	0	6	11	0	0	0	0	11	-5
ATTORNEY GENERAL	7	0	0	0	7	9	0	0	0	0	9	-2
AUDITOR GENERAL	2	0	0	0	2	0	0	0	0	0	0	2
CIVIL RIGHTS	0	0	0	0	0	3	0	0	0	0	3	-3
CIVIL SERVICE COMMISSION	2	0	0	0	2	3	0	0	0	0	3	-1
CORRECTIONS	241	3	0	0	244	377	0	0	0	0	377	-133
EDUCATION	3	3	0	0	6	8	0	0	0	0	8	-2
ENVIRONMENT, GREAT LAKES & ENERGY	4	0	0	0	4	19	0	0	0	0	19	-15
EXECUTIVE OFFICE	7	0	0	0	7	1	0	0	0	0	1	6
INSURANCE AND FINANCIAL SERV	2	0	0	0	2	6	0	0	0	0	6	-4
LABOR & ECONOMIC OPPORTUNITY	151	0	1	0	152	55	2	0	0	0	57	95
LICENSING AND REGULATORY AFF	18	0	0	0	18	17	0	0	0	0	17	1
MDHHS - COMMUNITY HEALTH	94	4	0	0	98	90	0	0	0	0	90	8
MDHHS - HUMAN SERVICES	128	0	1	0	129	175	11	0	0	0	186	-57
MILITARY & VETERAN AFFAIRS	22	0	1	0	23	23	0	0	0	0	23	0
NATURAL RESOURCES	8	41	3	0	52	758	198	0	0	0	956	-904
STATE	12	0	0	0	12	45	0	0	0	0	45	-33
STATE POLICE	7	0	0	0	7	37	0	0	0	0	37	-30
TECHNOLOGY, MANAGEMENT & BUDGET	15	0	0	0	15	29	0	0	0	0	29	-14
TRANSPORTATION	167	0	0	0	167	66	8	0	0	0	74	93
TREASURY	20	1	0	1	22	20	0	0	0	0	20	2
STATEWIDE TOTALS:	915	52	7	1	975	1,752	219	0	0	0	1,971	-996

Comment: This report reflects active classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation for hires, rehires and returns. This report reflects waived rights, departure, and retirement for separations.

Source: Michigan Civil Service Commission HWF35

## SECTION FOUR

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# EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section Four provides information required by the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce.

### BREAKDOWNS

**Race/Ethnic Group.** State employees are identified by their race/ethnic status in the following federally-defined groups:

1. White
2. Black or African American
3. American Indian or Alaska Native
4. Hispanic or Latino
5. Asian
6. Native Hawaiian or Other Pacific Islander
7. Two or More Races

**Disabled.** Employees have been permitted to identify themselves as "disabled." There is no uniform or objective definition of "disabled." Identification as "disabled" does not imply that the employee meets the definition of "disabled" in Civil Service Rule 1-9 or state and federal discrimination statutes.

**Gender.** Each race/ethnic group is further broken down by gender of male or female.

**Job Categories.** The workforce data is broken down into eight broad job categories reported in the state's workforce analysis (EEO-4 Report). The job categories are the following:

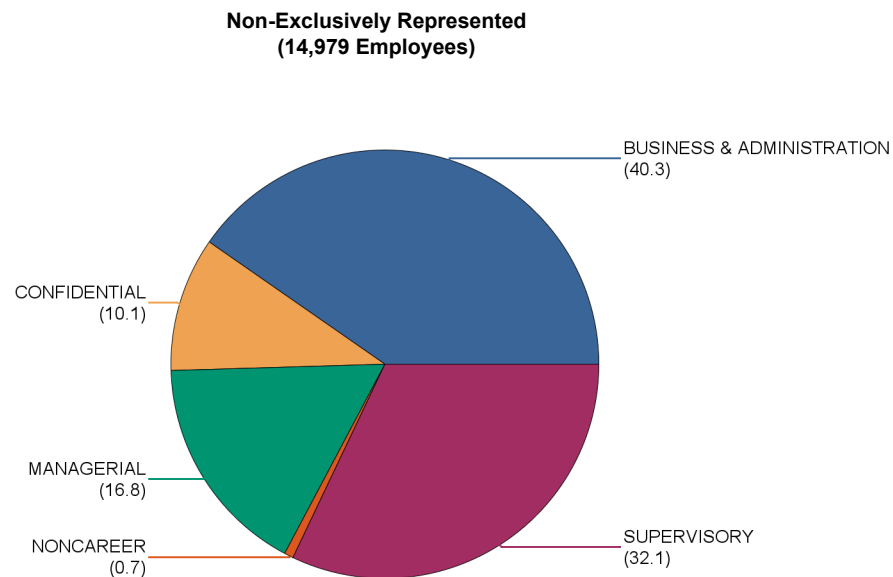
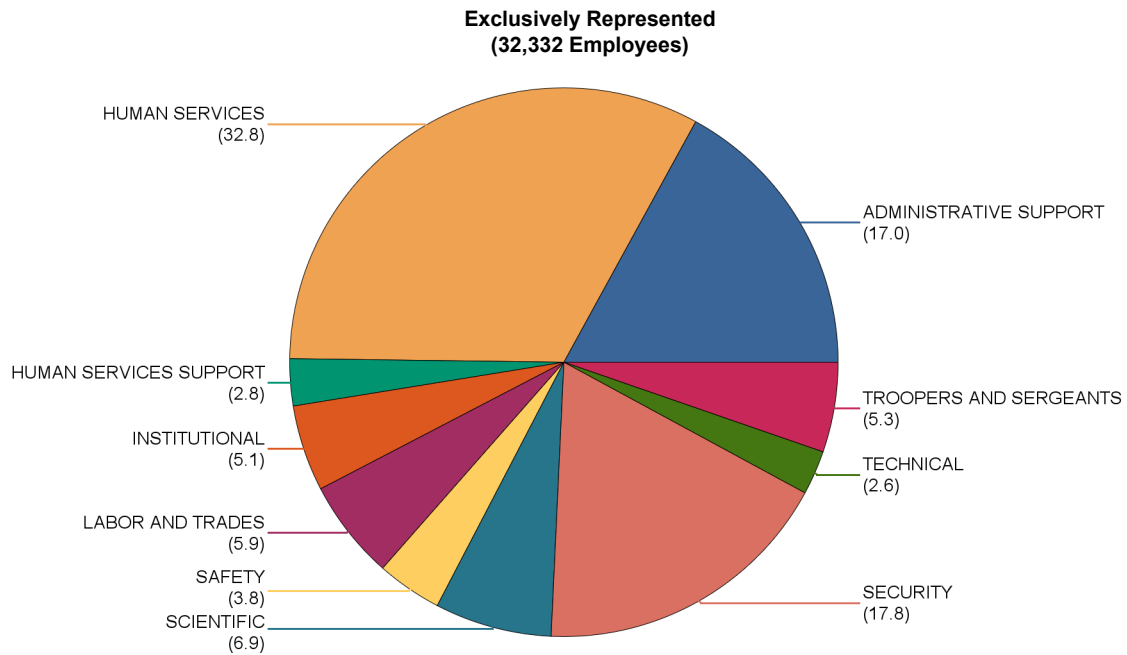
1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

## SECTION FIVE

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### **BARGAINING UNIT CHARACTERISTICS**

# STATE OF MICHIGAN BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT Fiscal Year 2020-21



**Comment:** This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation, in primary positions only.

Of 47,311 classified employees, 68.3 percent were exclusively represented by one of six employee organizations.

**Source:** Michigan Civil Service Commission HWF44

**STATE OF MICHIGAN**  
**ACTIVE EMPLOYEES PAYING UNION DUES BY BARGAINING UNIT**  
**Pay End Date: December 26, 2020**

Table 5-1

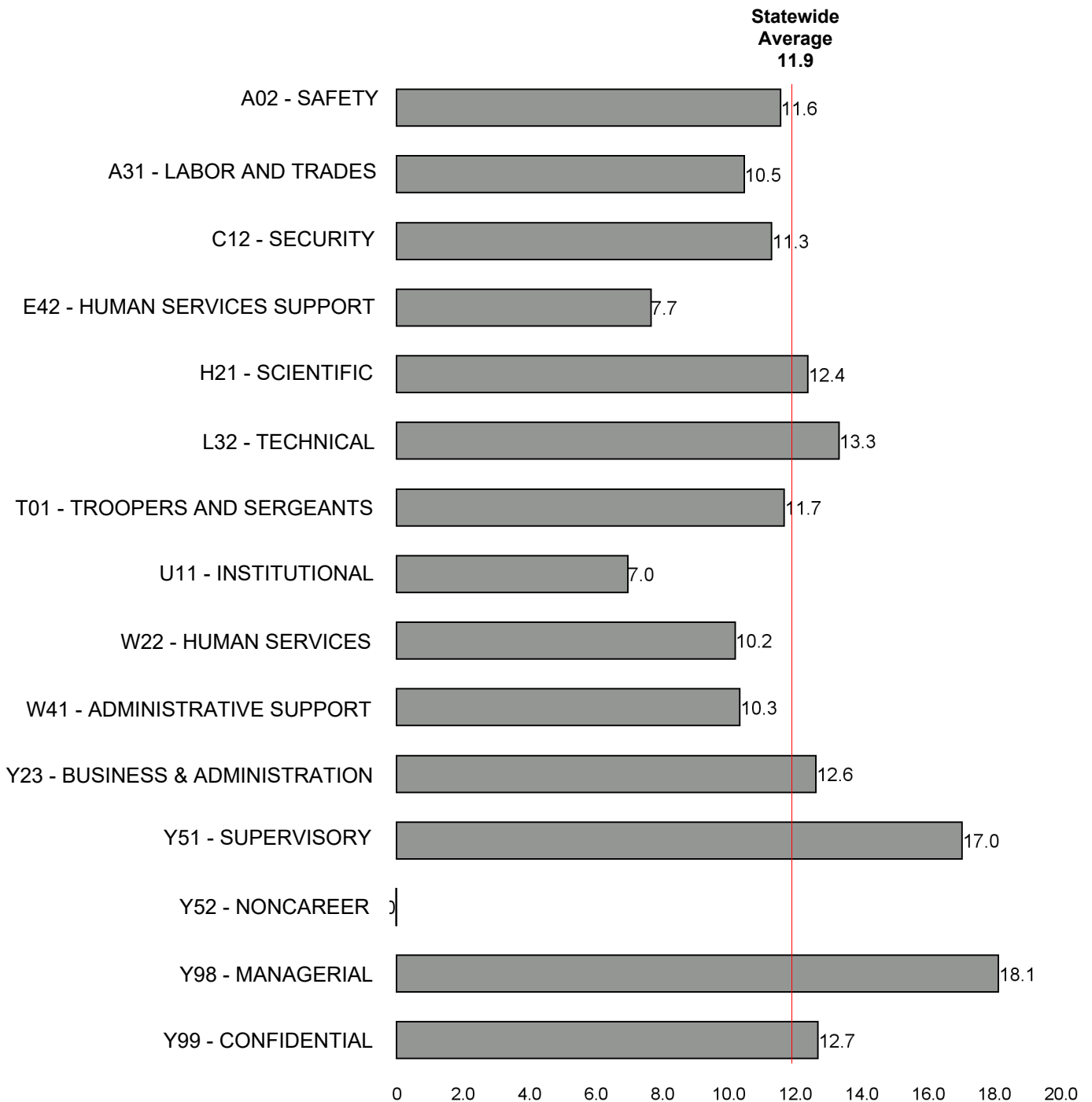
			MSEA	UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
BARGAINING UNIT CODE/NAME	TOTAL EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY	1,244	683	54.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	1,901	1,082	56.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	5,768	0	0.0	0	0.0	4,923	85.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	894	0	0.0	0	0.0	0	0.0	578	64.7	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC	2,230	0	0.0	0	0.0	0	0.0	0	0.0	1,474	66.1	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	842	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	503	59.7	0	0.0	0	0.0
T01 TROOPERS AND SERGEANTS	1,713	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,640	95.7	0	0.0
U11 INSTITUTIONAL	1,641	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,113	67.8
W22 HUMAN SERVICES	10,598	0	0.0	8,018	75.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41 ADMINISTRATIVE SUPPORT	5,501	0	0.0	3,377	61.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	6,042	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	4,804	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	103	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y98 MANAGERIAL	2,512	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	1,518	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	32,332	1,765	5.5	11,395	35.2	4,923	15.2	578	1.8	1,474	4.6	503	1.6	1,640	5.1	1,113	3.4
NON-EXCLUSIVELY REPRESENTED TOTAL	14,979	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
STATEWIDE TOTAL	47,311	1,765	3.7	11,395	24.1	4,923	10.4	578	1.2	1,474	3.1	503	1.1	1,640	3.5	1,113	2.4

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. The number and percentage under each union represents those paying member dues.

Source: Michigan Civil Service Commission HWF44

**STATE OF MICHIGAN**  
**AVERAGE YEARS OF SERVICE BY BARGAINING UNIT**  
**Pay End Date: December 26, 2020**

Graph 5-2



**Comment:** This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

**Source:** Michigan Civil Service Commission HWF20

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A02 - SAFETY</b>																		
00 - 05 YEARS	276	79	27	8	2	6	5	1	0	2	0	0	3	0	313	96	0	0
06 - 10 YEARS	210	37	15	16	2	0	4	0	0	0	0	0	0	0	231	53	0	0
11 - 15 YEARS	89	29	6	20	0	0	2	0	1	0	0	0	0	0	98	49	0	0
16 - 20 YEARS	113	33	5	19	3	0	7	1	0	0	0	0	0	0	128	53	0	0
21 - 25 YEARS	82	26	5	9	2	2	2	0	0	0	0	0	0	0	91	37	1	0
26 - 30 YEARS	25	12	1	4	0	0	1	0	0	0	0	0	0	0	27	16	0	0
31 - 35 YEARS	24	7	5	3	0	1	0	1	1	0	0	0	0	0	30	12	0	1
36 - 40 YEARS	2	1	0	2	0	0	0	0	0	0	0	0	0	0	2	3	0	0
MORE THAN 40 YEARS	4	0	0	1	0	0	0	0	0	0	0	0	0	0	4	1	0	0
<b>BARGAINING UNIT TOTAL</b>	825	224	64	82	9	9	21	3	2	2	0	0	3	0	924	320	1	1
MORE THAN 10 YEARS	339	108	22	58	5	3	12	2	2	0	0	0	0	0	380	171	1	1
AVERAGE YEARS	11.1	11.7	10.2	15.5	13.8	11.0	13.0	17.3	24.0	3.0	0.0	0.0	1.0	0.0	11.1	12.7	23.0	31.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.5</b>																	

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A31 - LABOR AND TRADES</b>																		
00 - 05 YEARS	682	59	18	13	21	1	14	1	2	0	0	0	5	2	742	76	0	0
06 - 10 YEARS	302	14	10	0	3	0	3	0	0	0	0	0	0	0	318	14	0	0
11 - 15 YEARS	143	7	8	1	3	0	3	0	0	0	0	0	0	0	157	8	0	0
16 - 20 YEARS	192	6	7	1	5	1	4	0	0	0	0	0	0	0	208	8	0	0
21 - 25 YEARS	186	15	13	1	4	0	5	0	0	0	0	0	0	0	208	16	0	0
26 - 30 YEARS	57	4	1	1	1	0	3	1	0	0	0	0	0	0	62	6	2	0
31 - 35 YEARS	28	2	7	1	2	0	1	1	0	0	0	0	0	0	38	4	1	1
36 - 40 YEARS	11	0	4	0	0	0	1	0	0	0	0	0	0	0	16	0	1	0
MORE THAN 40 YEARS	17	0	1	1	0	0	1	0	0	0	0	0	0	0	19	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,618</b>	<b>107</b>	<b>69</b>	<b>19</b>	<b>39</b>	<b>2</b>	<b>35</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>2</b>	<b>1,768</b>	<b>133</b>	<b>4</b>	<b>1</b>
MORE THAN 10 YEARS	634	34	41	6	15	1	18	2	0	0	0	0	0	0	708	43	4	1
AVERAGE YEARS	10.4	8.5	15.2	8.7	9.6	12.0	13.3	19.3	1.5	0.0	0.0	0.0	1.6	2.0	10.6	8.8	31.8	32.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>10.5</b>															

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# STATE OF MICHIGAN

Table 5-2

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

### RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: December 26, 2020

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>C12 - SECURITY</b>																		
00 - 05 YEARS	1,340	255	273	168	46	10	61	19	6	1	1	0	22	9	1,749	462	0	0
06 - 10 YEARS	665	91	125	46	19	3	30	4	4	1	0	0	0	0	843	145	0	0
11 - 15 YEARS	311	56	67	39	16	3	21	2	3	2	0	0	0	0	418	102	1	0
16 - 20 YEARS	409	66	65	47	8	2	8	8	2	0	0	0	0	0	492	123	1	1
21 - 25 YEARS	800	118	94	45	17	5	27	5	3	0	0	0	0	0	941	173	1	0
26 - 30 YEARS	186	22	13	6	3	0	3	2	1	0	0	0	0	0	206	30	1	2
31 - 35 YEARS	50	6	13	4	2	1	0	0	1	0	0	0	0	0	66	11	1	0
36 - 40 YEARS	3	0	2	0	0	0	0	0	0	0	0	0	0	0	5	0	0	0
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
<b>BARGAINING UNIT TOTAL</b>	3,765	614	653	355	111	24	150	40	20	4	1	0	22	9	4,722	1,046	5	3
MORE THAN 10 YEARS	1,760	268	255	141	46	11	59	17	10	2	0	0	0	0	2,130	439	5	3
AVERAGE YEARS	11.9	10.9	10.1	9.7	10.3	11.2	9.8	10.1	11.8	9.0	1.0	0.0	1.3	1.6	11.5	10.4	22.6	25.0

**BARGAINING UNIT AVERAGE YEARS 11.3**

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Source: Michigan Civil Service Commission HWF20

# STATE OF MICHIGAN

Table 5-2

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

### RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: December 26, 2020

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>E42 - HUMAN SERVICES SUPPORT</b>																		
00 - 05 YEARS	55	176	26	186	0	2	4	20	1	7	0	1	3	14	89	406	0	1
06 - 10 YEARS	11	11	2	23	4	1	1	2	0	0	0	0	0	0	18	37	0	0
11 - 15 YEARS	21	46	9	41	1	0	3	3	0	1	0	0	0	0	34	91	1	0
16 - 20 YEARS	14	48	17	85	0	1	2	5	2	1	0	0	0	0	35	140	0	1
21 - 25 YEARS	3	6	2	5	0	0	0	1	0	0	0	0	0	0	5	12	0	0
26 - 30 YEARS	0	5	0	7	0	0	0	3	0	0	0	0	0	0	0	15	0	0
31 - 35 YEARS	0	1	0	4	0	0	0	0	0	0	0	0	0	0	0	5	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	3	0	4	0	0	0	0	0	0	0	0	0	0	0	7	0	1
<b>BARGAINING UNIT TOTAL</b>	104	296	56	355	5	4	10	34	3	9	0	1	3	14	181	713	1	3
MORE THAN 10 YEARS	38	109	28	146	1	1	5	12	2	2	0	0	0	0	74	270	1	2
AVERAGE YEARS	7.0	7.1	9.1	8.3	8.8	7.3	8.6	8.2	12.7	4.0	0.0	1.0	1.3	0.7	7.8	7.6	13.0	22.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>7.6</b>																	

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Source: Michigan Civil Service Commission HWF20

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>H21 - SCIENTIFIC</b>																		
00 - 05 YEARS	412	311	5	11	0	2	9	6	19	20	0	0	5	3	450	353	0	0
06 - 10 YEARS	202	140	4	4	2	0	1	4	0	6	0	0	0	0	209	154	0	0
11 - 15 YEARS	122	101	2	2	0	0	2	0	2	3	0	0	0	0	128	106	0	0
16 - 20 YEARS	208	101	6	4	0	1	1	1	7	3	0	0	0	0	222	110	0	1
21 - 25 YEARS	134	59	2	0	1	0	3	0	5	8	0	0	1	0	146	67	1	1
26 - 30 YEARS	87	40	4	2	0	0	4	0	6	2	0	0	0	0	101	44	0	0
31 - 35 YEARS	65	31	4	3	1	0	1	0	2	1	0	0	0	0	73	35	0	0
36 - 40 YEARS	9	3	1	0	0	0	0	0	1	0	0	0	0	0	11	3	0	0
MORE THAN 40 YEARS	12	1	2	0	1	0	0	0	2	0	0	0	0	0	17	1	0	0
<b>BARGAINING UNIT TOTAL</b>	1,251	787	30	26	5	3	21	11	44	43	0	0	6	3	1,357	873	1	2
MORE THAN 10 YEARS	637	336	21	11	3	1	11	1	25	17	0	0	1	0	698	366	1	2
AVERAGE YEARS	13.2	11.0	19.7	11.4	22.4	7.3	14.0	5.8	15.1	10.7	0.0	0.0	5.0	2.3	13.4	10.9	25.0	20.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.4</b>																	

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>L32 - TECHNICAL</b>																		
00 - 05 YEARS	140	108	10	9	0	1	6	4	5	1	0	0	2	4	163	127	0	0
06 - 10 YEARS	72	30	5	5	0	0	0	1	0	1	0	0	0	0	77	37	0	0
11 - 15 YEARS	54	34	4	2	0	0	1	2	0	0	0	0	0	0	59	38	1	0
16 - 20 YEARS	80	27	0	1	1	0	3	0	3	1	0	0	0	0	87	29	0	0
21 - 25 YEARS	71	11	2	0	1	0	1	0	2	1	0	0	0	0	77	12	0	0
26 - 30 YEARS	40	10	3	0	1	0	1	0	1	1	0	0	0	0	46	11	3	0
31 - 35 YEARS	50	4	5	2	0	0	0	0	2	0	0	0	0	0	57	6	2	0
36 - 40 YEARS	5	0	2	1	0	0	0	0	0	0	0	0	0	0	7	1	0	0
MORE THAN 40 YEARS	2	4	0	1	0	0	1	0	0	0	0	0	0	0	3	5	1	1
<b>BARGAINING UNIT TOTAL</b>	514	228	31	21	3	1	13	7	13	5	0	0	2	4	576	266	7	1
MORE THAN 10 YEARS	302	90	16	7	3	0	7	2	8	3	0	0	0	0	336	102	7	1
AVERAGE YEARS	14.9	9.8	15.4	11.5	21.7	4.0	13.8	6.3	15.8	15.4	0.0	0.0	0.5	0.3	14.9	9.8	30.0	42.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>13.3</b>																	

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>T01 - TROOPERS AND SERGEANTS</b>																		
00 - 05 YEARS	467	57	39	9	6	0	12	2	3	1	0	0	9	0	536	69	0	0
06 - 10 YEARS	372	33	16	0	4	1	10	0	1	1	0	0	0	0	403	35	0	0
11 - 15 YEARS	59	3	2	0	0	0	1	0	1	0	0	0	0	0	63	3	0	0
16 - 20 YEARS	134	6	1	1	3	0	1	0	0	0	0	0	0	0	139	7	0	0
21 - 25 YEARS	251	22	11	1	2	0	7	0	2	0	0	0	0	0	273	23	0	0
26 - 30 YEARS	99	12	14	0	5	0	3	0	0	0	0	0	0	0	121	12	1	0
31 - 35 YEARS	22	2	1	0	0	0	2	0	1	0	0	0	0	0	26	2	0	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,405</b>	<b>135</b>	<b>84</b>	<b>11</b>	<b>20</b>	<b>1</b>	<b>36</b>	<b>2</b>	<b>8</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>1,562</b>	<b>151</b>	<b>1</b>	<b>0</b>
MORE THAN 10 YEARS	566	45	29	2	10	0	14	0	4	0	0	0	0	0	623	47	1	0
AVERAGE YEARS	11.8	10.7	11.4	6.3	14.1	7.0	12.6	3.5	13.8	6.5	0.0	0.0	2.0	0.0	11.8	10.2	28.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>11.6</b>															

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>U11 - INSTITUTIONAL</b>																		
00 - 05 YEARS	220	359	125	226	4	6	14	17	5	3	1	1	8	7	377	619	0	0
06 - 10 YEARS	68	89	41	57	0	2	5	3	3	3	0	0	0	0	117	154	0	0
11 - 15 YEARS	20	46	12	22	0	1	2	2	0	0	0	0	0	0	34	71	0	0
16 - 20 YEARS	39	52	13	42	0	0	3	2	1	2	0	0	0	0	56	98	0	0
21 - 25 YEARS	17	33	2	12	1	0	1	0	0	3	0	0	0	0	21	48	0	0
26 - 30 YEARS	8	13	2	6	0	0	0	1	0	0	0	0	0	0	10	20	0	0
31 - 35 YEARS	3	2	1	4	0	0	0	0	0	0	0	0	0	0	4	6	0	0
36 - 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0
MORE THAN 40 YEARS	2	0	1	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0
<b>BARGAINING UNIT TOTAL</b>	378	595	197	370	5	9	25	25	9	11	1	1	8	7	623	1,018	0	0
MORE THAN 10 YEARS	90	147	31	87	1	1	6	5	1	5	0	0	0	0	129	245	0	0
AVERAGE YEARS	7.5	7.1	5.9	7.0	6.0	4.2	7.2	6.2	5.8	11.9	4.0	2.0	1.1	0.7	6.8	7.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>6.9</b>																	

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# STATE OF MICHIGAN

Table 5-2

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

### RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: December 26, 2020

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W22 - HUMAN SERVICES</b>																		
00 - 05 YEARS	544	2,066	170	869	5	14	25	78	11	24	2	1	22	67	779	3,119	2	0
06 - 10 YEARS	465	1,291	138	619	7	18	19	48	8	17	0	0	1	0	638	1,993	0	4
11 - 15 YEARS	252	779	83	489	4	4	15	38	7	12	0	0	0	0	361	1,322	0	1
16 - 20 YEARS	161	365	39	237	2	2	7	22	0	4	0	0	0	1	209	631	1	2
21 - 25 YEARS	253	294	50	266	5	5	10	33	2	6	0	0	0	0	320	604	1	0
26 - 30 YEARS	108	142	21	81	0	1	4	16	1	6	0	0	0	0	134	246	2	5
31 - 35 YEARS	42	52	11	43	0	0	3	7	1	0	0	0	0	0	57	102	2	2
36 - 40 YEARS	9	12	4	19	0	0	1	0	0	1	0	0	0	0	14	32	1	1
MORE THAN 40 YEARS	10	11	3	11	0	1	1	0	0	0	0	0	0	0	14	23	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,844</b>	<b>5,012</b>	<b>519</b>	<b>2,634</b>	<b>23</b>	<b>45</b>	<b>85</b>	<b>242</b>	<b>30</b>	<b>70</b>	<b>2</b>	<b>1</b>	<b>23</b>	<b>68</b>	<b>2,526</b>	<b>8,072</b>	<b>10</b>	<b>15</b>
MORE THAN 10 YEARS	835	1,655	211	1,146	11	13	41	116	11	29	0	0	0	1	1,109	2,960	8	11
AVERAGE YEARS	12.1	9.1	11.0	10.9	12.0	10.2	12.6	12.1	8.9	11.0	3.5	4.0	2.2	1.8	11.7	9.7	25.1	21.3

**BARGAINING UNIT AVERAGE YEARS 10.2**

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

# STATE OF MICHIGAN

Table 5-2

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

### RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: December 26, 2020

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W41 - ADMINISTRATIVE SUPPORT</b>																		
00 - 05 YEARS	364	1,450	59	335	5	17	23	82	11	16	0	1	7	39	469	1,940	0	0
06 - 10 YEARS	126	741	27	165	2	7	4	34	2	11	0	0	0	2	161	960	0	2
11 - 15 YEARS	59	362	16	88	0	3	1	21	0	1	0	0	0	0	76	475	0	1
16 - 20 YEARS	41	331	7	62	1	4	3	17	2	3	0	0	0	0	54	417	0	1
21 - 25 YEARS	41	291	8	86	1	9	4	18	0	7	0	0	0	0	54	411	0	4
26 - 30 YEARS	8	109	4	31	0	0	1	3	1	0	0	0	0	0	14	143	1	9
31 - 35 YEARS	12	98	5	50	0	0	2	12	1	5	0	0	0	0	20	165	4	10
36 - 40 YEARS	1	39	0	18	0	0	0	2	0	0	0	0	0	0	1	59	0	3
MORE THAN 40 YEARS	0	54	0	24	0	1	1	1	0	1	0	0	0	0	1	81	1	3
<b>BARGAINING UNIT TOTAL</b>	<b>652</b>	<b>3,475</b>	<b>126</b>	<b>859</b>	<b>9</b>	<b>41</b>	<b>39</b>	<b>190</b>	<b>17</b>	<b>44</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>41</b>	<b>850</b>	<b>4,651</b>	<b>6</b>	<b>33</b>
MORE THAN 10 YEARS	162	1,284	40	359	2	17	12	74	4	17	0	0	0	0	220	1,751	6	31
AVERAGE YEARS	7.5	10.5	9.0	12.3	7.3	11.4	9.7	10.7	7.5	12.6	0.0	2.0	1.3	2.1	7.8	10.8	33.5	29.1

**BARGAINING UNIT AVERAGE YEARS 10.3**

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20



# STATE OF MICHIGAN

Table 5-2

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

### RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: December 26, 2020

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y23 - BUSINESS &amp; ADMINISTRATION</b>																		
00 - 05 YEARS	667	682	45	93	4	2	18	27	47	76	0	0	14	7	795	887	1	0
06 - 10 YEARS	569	584	45	118	3	5	21	23	29	44	0	0	1	1	668	775	1	0
11 - 15 YEARS	289	449	33	76	0	4	2	16	21	29	0	0	0	1	345	575	0	0
16 - 20 YEARS	203	340	28	91	1	2	5	8	24	11	0	1.0	0	0	261	453	1	2
21 - 25 YEARS	239	285	18	71	0	3	6	16	8	6	0	0	0	0	271	381	3	1
26 - 30 YEARS	82	100	12	25	1	3	3	3	5	3	0	0	0	0	103	134	3	7
31 - 35 YEARS	71	108	13	46	0	1	5	18	4	4	0	0	0	0	93	177	3	10
36 - 40 YEARS	7	19	4	6	0	0	2	3	2	1	0	0	0	0	15	29	2	0
MORE THAN 40 YEARS	20	48	5	5	0	0	0	2	0	0	0	0	0	0	25	55	0	2
<b>BARGAINING UNIT TOTAL</b>	2,147	2,615	203	531	9	20	62	116	140	174	0	1	15	9	2,576	3,466	14	22
MORE THAN 10 YEARS	911	1,349	113	320	2	13	23	66	64	54	0	1	0	1	1,113	1,804	12	22
AVERAGE YEARS	11.5	13.1	14.9	15.2	8.4	15.5	13.0	16.0	11.1	8.9	0.0	19.0	2.9	4.3	11.8	13.3	25.0	30.6
<b>BARGAINING UNIT AVERAGE YEARS 12.6</b>																		

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

# STATE OF MICHIGAN

Table 5-2

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

### RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: December 26, 2020

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y51 - SUPERVISORY</b>																		
00 - 05 YEARS	210	209	24	65	8	0	7	6	9	5	0	0	1	7	259	292	1	0
06 - 10 YEARS	341	326	49	94	8	2	12	15	7	10	0	0	1	0	418	447	0	0
11 - 15 YEARS	270	309	42	94	4	2	9	12	5	7	0	0	0	0	330	424	0	0
16 - 20 YEARS	340	328	31	104	6	3	7	12	7	8	0	0	0	0	391	455	2	1
21 - 25 YEARS	461	268	40	138	10	4	9	5	9	4	0	0	0	0	529	419	1	2
26 - 30 YEARS	201	115	22	42	4	3	3	5	3	1	0	0	0	0	233	166	2	2
31 - 35 YEARS	142	66	26	46	4	2	9	3	2	2	0	0	0	0	183	119	3	1
36 - 40 YEARS	26	14	9	16	1	1	1	1	1	0	0	0	0	0	38	32	4	1
MORE THAN 40 YEARS	29	17	6	15	0	0	1	1	0	0	0	0	0	0	36	33	5	1
<b>BARGAINING UNIT TOTAL</b>	2,020	1,652	249	614	45	17	58	60	43	37	0	0	2	7	2,417	2,387	18	8
MORE THAN 10 YEARS	1,469	1,117	176	455	29	15	39	39	27	22	0	0	0	0	1,740	1,648	17	8
AVERAGE YEARS	17.8	15.6	18.2	18.2	16.6	22.2	17.7	15.8	15.3	14.2	0.0	0.0	5.0	1.4	17.8	16.3	32.8	29.4
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>17.0</b>																	

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y52 - NONCAREER</b>																		
00 - 05 YEARS	35	40	4	6	1	0	1	3	5	2	0	0	2	4	48	55	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	35	40	4	6	1	0	1	3	5	2	0	0	2	4	48	55	0	0
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>0.0</b>																	

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y98 - MANAGERIAL</b>																		
00 - 05 YEARS	154	155	8	24	0	0	1	3	8	5	0	0	1	5	172	192	0	0
06 - 10 YEARS	157	150	4	9	1	0	4	2	4	3	0	0	0	0	170	164	0	0
11 - 15 YEARS	129	141	5	18	0	1	3	3	5	3	0	0	0	0	142	166	2	1
16 - 20 YEARS	176	197	17	15	1	0	3	2	5	10	0	0	0	0	202	224	0	0
21 - 25 YEARS	203	174	13	33	1	0	2	4	3	2	0	0	0	0	222	213	1	0
26 - 30 YEARS	157	104	13	15	0	2	2	5	1	1	0	0	0	0	173	127	2	4
31 - 35 YEARS	95	94	14	31	3	1	4	2	3	2	0	0	0	0	119	130	1	5
36 - 40 YEARS	17	14	4	4	1	0	0	0	1	1	0	0	0	0	23	19	0	0
MORE THAN 40 YEARS	17	14	8	12	0	0	2	1	0	0	0	0	0	0	27	27	2	1
<b>BARGAINING UNIT TOTAL</b>	1,105	1,043	86	161	7	4	21	22	30	27	0	0	1	5	1,250	1,262	8	11
MORE THAN 10 YEARS	794	738	74	128	6	4	16	17	18	19	0	0	0	0	908	906	8	11
AVERAGE YEARS	18.1	17.3	23.4	21.7	26.7	25.3	21.0	19.7	14.4	15.9	0.0	0.0	2.0	2.0	18.4	17.8	27.8	30.2
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>18.1</b>																	

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

# STATE OF MICHIGAN

Table 5-2

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS Pay End Date: December 26, 2020

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y99 - CONFIDENTIAL</b>																		
00 - 05 YEARS	83	332	17	42	1	4	4	21	1	3	0	0	3	10	109	412	0	1
06 - 10 YEARS	57	183	6	30	0	1	2	7	0	3	0	0	1	0	66	224	0	0
11 - 15 YEARS	22	131	2	20	0	0	0	4	0	1	0	0	0	0	24	156	1	1
16 - 20 YEARS	19	115	5	16	0	2	2	6	0	0	0	0	0	0	26	139	0	0
21 - 25 YEARS	22	110	2	21	0	3	1	1	0	3	0	0	0	0	25	138	0	0
26 - 30 YEARS	8	32	3	13	0	1	0	2	1	2	0	0	0	0	12	50	0	1
31 - 35 YEARS	7	47	3	19	0	1	1	10	0	0	0	0	0	0	11	77	1	2
36 - 40 YEARS	2	7	1	2	0	0	0	2	0	0	0	0	0	0	3	11	1	0
MORE THAN 40 YEARS	2	23	0	8	0	1	0	1	0	0	0	0	0	0	2	33	0	4
<b>BARGAINING UNIT TOTAL</b>	222	980	39	171	1	13	10	54	2	12	0	0	4	10	278	1,240	3	9
MORE THAN 10 YEARS	82	465	16	99	0	8	4	26	1	6	0	0	0	0	103	604	3	8
AVERAGE YEARS	10.9	12.5	12.1	16.3	3.0	16.8	12.0	14.6	14.0	14.0	0.0	0.0	4.8	1.5	11.0	13.1	27.7	31.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.7</b>																	

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: December 26, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTAL</b>																		
00 - 05 YEARS	5,649	6,338	850	2,064	103	65	204	290	133	166	4	4	107	178	7,050	9,105	4	2
06 -10 YEARS	3,617	3,720	487	1,186	55	40	116	143	58	100	0	0	4	3	4,337	5,192	1	6
11 - 15 YEARS	1,840	2,493	291	912	28	18	65	103	45	59	0	0	0	1	2,269	3,586	6	4
16 - 20 YEARS	2,129	2,015	241	725	31	18	56	84	53	43	0	1.0	0	1	2,510	2,887	5	9
21 - 25 YEARS	2,763	1,712	262	688	45	31	78	83	34	40	0	0	1	0	3,183	2,554	9	8
26 - 30 YEARS	1,066	720	113	233	15	10	28	41	20	16	0	0	0	0	1,242	1,020	17	30
31 - 35 YEARS	611	520	108	256	12	7	28	54	18	14	0	0	0	0	777	851	18	32
36 - 40 YEARS	94	110	31	68	2	1	5	8	5	3	0	0	0	0	137	190	9	5
MORE THAN 40 YEARS	116	175	27	83	1	3	7	6	2	1	0	0	0	0	153	268	10	13
<b>STATEWIDE TOTAL</b>	17,885	17,803	2,410	6,215	292	193	587	812	368	442	4	5	112	183	21,658	25,653	79	109
MORE THAN 10 YEARS	8,619	7,745	1,073	2,965	134	88	267	379	177	176	0	1.0	1	2	10,271	11,356	74	101
AVERAGE YEARS	12.6	11.3	12.0	12.2	12.1	12.6	12.3	12.4	12.0	10.7	3.0	5.6	2.1	1.8	12.5	11.5	28.3	28.3

**STATEWIDE AVERAGE YEARS      11.9**

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

**STATE OF MICHIGAN**  
**AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**

Pay End Date: December 26, 2020

BARGAINING UNIT CODE/NAME	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY	1,244	2.6 %	44.8	\$29.07	840	67.5 %
A31 - LABOR AND TRADES	1,901	4.0 %	49.1	\$25.18	1,075	56.5 %
C12 - SECURITY	5,768	12.2 %	41.4	\$26.04	3,398	58.9 %
E42 - HUMAN SERVICES SUPPORT	894	1.9 %	46.9	\$25.99	403	45.1 %
H21 - SCIENTIFIC	2,230	4.7 %	43.9	\$36.69	1,436	64.4 %
L32 - TECHNICAL	842	1.8 %	45.5	\$27.72	554	65.8 %
T01 - TROOPERS AND SERGEANTS	1,713	3.6 %	37.5	\$33.43	1,109	64.7 %
U11 - INSTITUTIONAL	1,641	3.5 %	43.9	\$22.39	637	38.8 %
W22 - HUMAN SERVICES	10,598	22.4 %	43.8	\$29.90	6,445	60.8 %
W41 - ADMINISTRATIVE SUPPORT	5,501	11.6 %	46.0	\$23.67	2,977	54.1 %
Y23 - BUSINESS & ADMINISTRATION	6,042	12.8 %	46.2	\$36.08	4,246	70.3 %
Y51 - SUPERVISORY	4,804	10.2 %	48.7	\$38.38	4,197	87.4 %
Y52 - NONCAREER	103	0.2 %	27.0	\$15.45	0	0.0 %
Y98 - MANAGERIAL	2,512	5.3 %	50.4	\$55.42	2,136	85.0 %
Y99 - CONFIDENTIAL	1,518	3.2 %	46.7	\$32.05	964	63.5 %
<b>STATEWIDE TOTAL</b>	<b>47,311</b>	<b>100.0 %</b>	<b>45.1</b>	<b>\$31.61</b>	<b>30,417</b>	<b>64.3 %</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Noncareer positions are not eligible for longevity and are therefore not included in those counts.

Source: Michigan Civil Service Commission HWF25

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES**  
**ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT**  
**Pay End Date: December 26, 2020**

		Health Insurance								Dental Insurance			
Bargaining Unit Code/Name	Total Employees Enrolled	State Sponsored Health	%	HMO	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Preventive Dental	%
A02 SAFETY	1,226	645	53 %	433	35 %	11	1 %	0	0 %	1,132	92 %	5	0 %
A31 LABOR AND TRADES	1,791	816	46 %	688	38 %	14	1 %	0	0 %	1,577	88 %	6	0 %
C12 SECURITY	5,768	3,262	57 %	2,114	37 %	11	0 %	0	0 %	5,504	95 %	17	0 %
E42 HUMAN SERVICES SUPPORT	894	389	44 %	346	39 %	8	1 %	0	0 %	778	87 %	6	1 %
H21 SCIENTIFIC	2,223	858	39 %	1,126	51 %	16	1 %	0	0 %	2,062	93 %	13	1 %
L32 TECHNICAL	813	337	41 %	402	49 %	6	1 %	0	0 %	763	94 %	4	0 %
T01 TROOPERS AND SERGEANTS	1,713	375	22 %	209	12 %	4	0 %	1,028	60 %	1,656	97 %	3	0 %
U11 INSTITUTIONAL	1,633	761	47 %	709	43 %	4	0 %	0	0 %	1,493	91 %	9	1 %
W22 HUMAN SERVICES	10,560	4,286	41 %	5,284	50 %	55	1 %	0	0 %	9,924	94 %	29	0 %
W41 ADMINISTRATIVE SUPPORT	5,292	1,740	33 %	2,954	56 %	30	1 %	0	0 %	4,901	93 %	16	0 %
Y23 BUSINESS & ADMINISTRATION	6,038	1,914	32 %	3,484	58 %	45	1 %	0	0 %	5,619	93 %	18	0 %
Y51 SUPERVISORY	4,804	2,079	43 %	2,331	49 %	32	1 %	0	0 %	4,556	95 %	10	0 %
Y98 MANAGERIAL	2,512	937	37 %	1,357	54 %	21	1 %	0	0 %	2,383	95 %	3	0 %
Y99 CONFIDENTIAL	1,496	409	27 %	883	59 %	9	1 %	0	0 %	1,371	92 %	3	0 %
<b>STATEWIDE TOTALS:</b>	<b>46,763</b>	<b>18,808</b>	<b>40 %</b>	<b>22,320</b>	<b>48 %</b>	<b>266</b>	<b>1 %</b>	<b>1,028</b>	<b>2 %</b>	<b>43,719</b>	<b>93 %</b>	<b>142</b>	<b>0 %</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF48



**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES**  
**ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT**  
**Pay End Date: December 26, 2020**

			Vision Insurance		Disability Insurance				Life Insurance					
			Total Employees Enrolled	State Sponsored Vision					Minnesota Life	Minnesota Life Reduced				
Bargaining Unit Code/Name				%	CMI	%	Reliance	%		%		%	Prudential	%
A02	SAFETY	1,226	1,141	93 %	1,010	82 %	63	5 %	1,165	95 %	52	4 %	59	5 %
A31	LABOR AND TRADES	1,791	1,603	90 %	1,441	80 %	1	0 %	1,714	96 %	63	4 %	5	0 %
C12	SECURITY	5,768	5,537	96 %	5,162	89 %	0	0 %	5,500	95 %	231	4 %	0	0 %
E42	HUMAN SERVICES SUPPORT	894	794	89 %	591	66 %	0	0 %	842	94 %	50	6 %	0	0 %
H21	SCIENTIFIC	2,223	2,089	94 %	1,751	79 %	33	1 %	2,060	93 %	157	7 %	12	1 %
L32	TECHNICAL	813	777	96 %	657	81 %	19	2 %	768	94 %	45	6 %	5	1 %
T01	TROOPERS AND SERGEANTS	1,713	1,665	97 %	1,682	98 %	842	49 %	1,640	96 %	52	3 %	767	45 %
U11	INSTITUTIONAL	1,633	1,506	92 %	1,334	82 %	2	0 %	1,559	95 %	66	4 %	0	0 %
W22	HUMAN SERVICES	10,560	9,974	94 %	8,938	85 %	0	0 %	9,983	95 %	549	5 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	5,292	4,938	93 %	4,154	78 %	105	2 %	5,012	95 %	265	5 %	47	1 %
Y23	BUSINESS & ADMINISTRATION	6,038	5,664	94 %	4,809	80 %	96	2 %	5,687	94 %	338	6 %	49	1 %
Y51	SUPERVISORY	4,804	4,569	95 %	4,430	92 %	138	3 %	4,637	97 %	158	3 %	107	2 %
Y98	MANAGERIAL	2,512	2,394	95 %	2,156	86 %	89	4 %	2,418	96 %	90	4 %	82	3 %
Y99	CONFIDENTIAL	1,496	1,389	93 %	1,238	83 %	14	1 %	1,423	95 %	68	5 %	6	0 %
STATEWIDE TOTALS:		46,763	44,040	94 %	39,353	84 %	1,402	3 %	44,408	95 %	2,184	5 %	1,139	2 %

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Source: Michigan Civil Service Commission HWF48

**STATE OF MICHIGAN**  
**BARGAINING UNIT ANALYSIS BY DEPARTMENT**  
**Pay End Date: December 26, 2020**

***EXCLUSIVELY REPRESENTED EMPLOYEES***

Department	No. of Employees	A02 Safety & Regulatory	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 Troopers and Sergeants	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE AND RURAL DVLPMT	460	25	11	0	0	240	12	0	0	1	45	334
ATTORNEY GENERAL	517	39	1	0	0	0	0	0	0	0	83	123
AUDITOR GENERAL	156	0	1	0	0	0	0	0	0	0	0	1
CIVIL RIGHTS	74	0	0	0	0	0	0	0	0	30	13	43
CIVIL SERVICE COMMISSION	449	0	0	0	0	0	0	0	0	0	0	0
CORRECTIONS	11,331	10	430	5,548	0	5	81	0	377	2,245	825	9,521
EDUCATION	506	0	1	0	2	0	5	0	15	172	63	258
ENVIRONMENT, GREAT LAKES & ENERGY	1,208	7	1	0	0	742	49	0	0	1	125	925
EXECUTIVE OFFICE	75	0	0	0	0	0	0	0	0	0	0	0
INSURANCE AND FINANCIAL SERV	317	0	0	0	0	0	0	0	0	0	28	28
LABOR & ECONOMIC OPPORTUNITY	2,556	87	19	0	860	56	13	0	23	375	288	1,721
LICENSING & REGULATORY AFFAIRS	1,554	206	7	0	0	65	0	0	0	267	311	856
MDHHS - COMMUNITY HEALTH	3,661	47	71	220	0	130	41	0	900	454	376	2,239
MDHHS - HUMAN SERVICES	10,476	152	23	0	32	3	2	0	58	6,960	1,011	8,241
MILITARY & VETERAN AFFAIRS	751	26	188	0	0	30	14	0	254	34	58	604
NATURAL RESOURCES	1,626	404	136	0	0	250	121	0	8	54	189	1,162
STATE	1,345	15	16	0	0	0	0	0	0	0	846	877
STATE POLICE	2,975	155	10	0	0	120	61	1,713	6	2	263	2,330
TECHNOLOGY, MANAGEMENT & BUDGET	2,904	0	249	0	0	38	59	0	0	0	277	623
TRANSPORTATION	2,766	65	732	0	0	550	383	0	0	3	241	1,974
TREASURY	1,604	6	5	0	0	1	1	0	0	0	459	472
<b>Grand Total:</b>	<b>47,311</b>	<b>1,244</b>	<b>1,901</b>	<b>5,768</b>	<b>894</b>	<b>2,230</b>	<b>842</b>	<b>1,713</b>	<b>1,641</b>	<b>10,598</b>	<b>5,501</b>	<b>32,332</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

**STATE OF MICHIGAN**  
**BARGAINING UNIT ANALYSIS BY DEPARTMENT**  
**Pay End Date: December 26, 2020**

**NON-EXCLUSIVELY REPRESENTED EMPLOYEES**

Department	No. of Employees	Y23 Business & Administrative	Y99 Confidential	Y98 Managerial	Y52 Non-Career	Y00/Y50 Pending Assignment	Y51 Supervisory	Total Non-Exclusively Represented
AGRICULTURE AND RURAL DVLPMNT	460	47	9	23	6	0	41	126
ATTORNEY GENERAL	517	14	44	330	0	0	6	394
AUDITOR GENERAL	156	1	94	42	2	0	16	155
CIVIL RIGHTS	74	3	12	9	0	0	7	31
CIVIL SERVICE COMMISSION	449	1	385	57	0	0	6	449
CORRECTIONS	11,331	242	119	126	2	0	1,321	1,810
EDUCATION	506	133	19	55	1	0	40	248
ENVIRONMENT, GREAT LAKES & ENERGY	1,208	75	12	79	6	0	111	283
EXECUTIVE OFFICE	75	0	74	1	0	0	0	75
INSURANCE AND FINANCIAL SERV	317	176	21	27	6	0	59	289
LABOR & ECONOMIC OPPORTUNITY	2,556	464	44	196	2	0	129	835
LICENSING & REGULATORY AFFAIRS	1,554	438	45	157	7	0	51	698
MDHHS - COMMUNITY HEALTH	3,661	640	100	274	8	0	400	1,422
MDHHS - HUMAN SERVICES	10,476	662	178	203	1	0	1,191	2,235
MILITARY & VETERAN AFFAIRS	751	42	7	36	0	0	62	147
NATURAL RESOURCES	1,626	129	19	85	2	0	229	464
STATE	1,345	140	52	56	0	0	220	468
STATE POLICE	2,975	227	38	143	5	0	232	645
TECHNOLOGY, MANAGEMENT & BUDGET	2,904	1,597	109	305	45	0	225	2,281
TRANSPORTATION	2,766	254	96	131	4	0	307	792
TREASURY	1,604	757	41	177	6	0	151	1,132
<b>Grand Total:</b>	<b>47,311</b>	<b>6,042</b>	<b>1,518</b>	<b>2,512</b>	<b>103</b>	<b>0</b>	<b>4,804</b>	<b>14,979</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF06

## **GLOSSARY**

## GLOSSARY

**American Indian or Alaska Native (Not Hispanic or Latino).** Persons having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Asian (Not Hispanic or Latino).** Persons having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Average.** The figure obtained by dividing the total of a set of data by the number of figures in the set of data. In this report, average is used synonymously with mean.

**Black or African American (Not Hispanic or Latino).** Persons having origins in any of the black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Career Appointment.** An indefinite appointment or limited-term appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year.

**Classified Employees.** Employees of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

**Classified Service.** The Michigan State classified civil service.

**Compensation.** Pay and benefits received by an employee for work performed.

### **Employee Status Code Descriptions (active employees):**

- AA:** Full-time (Classified)
- AB:** Part-time (Classified)
- AC:** Permanent-Intermittent (Classified)
- AD:** Limited-Term (Classified)
- AE:** Seasonal (Classified)
- AF:** Unclassified
- AP:** Workers Compensation
- AQ:** Noncareer/Per Diem
- AR:** Special Personal Services (Not Classified)

**Fiscal Year.** October 1 of a given year through September 30 of the next year. Before fiscal year 1975-76, the fiscal year was July 1 to June 30. Transition fiscal year 1975-76 was 15 months long.

**Full-Time Employees.** Employees scheduled to work 80 hours biweekly.

**Hispanic or Latino.** Persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**HRMN.** Human Resources Management Network (HRMN) is the integrated network delivering payroll, human resources, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation in March 2001 replaced PPRISM.

**Indefinite Appointment.** A career appointment with no fixed ending date at the time of appointment.

**Job Category.** Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

**01: Officials and Administrators.** Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.

**02: Professionals.** Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

**03: Technicians.** Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.

**04: Protective Service Workers.** Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

**05: Paraprofessionals.** Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

**06: Office and Clerical.** Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

**07: Skilled Craft Workers.** Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

**08: Service/Maintenance Workers.** Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

**Job-Share Employees.** Employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position.

**Limited-Term Employees.** Employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

**MAIN (Michigan Administrative Information Network).** Established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

**Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino).** Persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Noncareer Employees.** Employees hired on a noncareer basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

**Permanent-Intermittent Employees.** Employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

**Position.** A classified job identified by its respective duties and responsibilities.

**Primary Position.** The level one position in HRMN which determines the employee's status and benefits eligibility.

**Principal Department.** One of not more than 20 executive branch departments provided for by article 5, section 2, of the Michigan Constitution.

**Process Level.** A HRMN term that represents principal department, autonomous entity, or agency of convenience.

**Seasonal Employees.** Employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

**Special Personal Services Employees.** Contractors who are employees of state agencies and who are not classified, exempt, or excepted.

**Two or More Races (Not Hispanic or Latino) –** Persons who identify with more than one of the six races. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Unclassified Employees.** Employees working in positions exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

**Unit Designations.** A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that by election process has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

## Union Codes

- A** Michigan State Employees Association (MSEA)
- C** Michigan Corrections Organization (MCO)
- E** Michigan Public Employees (MPE), SEIU Local 517M
- H** Michigan Public Employees (MPE), SEIU Local 517M
- L** Michigan Public Employees (MPE), SEIU Local 517M
- T** Michigan State Police Troopers Association (MSPTA)
- U** American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)
- W** United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)
- Y** No Exclusive Employee Organization Representation
- Z** Unclassified (No Exclusive Employee Organization)

## Unit Codes

Code	Unit
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<b>01</b>	<b>Troopers and Sergeants Unit</b>
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This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.

<b>02</b>	<b>Safety and Regulatory Unit</b>
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Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these statutes, rules, or regulations; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.

<b>11</b>	<b>Institutional Unit</b>
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This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.

<b>12</b>	<b>Security Unit</b>
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The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.

<b>21</b>	<b>Scientific and Engineering Unit</b>
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Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.

<b>22</b>	<b>Human Services Unit</b>
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Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.

<b>23</b>	<b>Business and Administrative Unit</b>
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Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.

<b>31</b>	<b>Labor and Trades Unit</b>
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Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.



- 32 Technical Unit**  
Employees in this unit provide support services in the area of science and engineering.
- 41 Administrative Support Unit**  
This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.
- 42 Human Services Support Unit**  
This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.
- 50 Pending Unit Assignment**  
Employees in positions in classifications that are pending unit assignment.
- 51 Supervisory Unit**  
Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature, but rather requires the use of independent judgment.
- 52 Noncareer**  
Employees in noncareer classes that are ineligible for collective bargaining.
- 98 Managerial Unit**  
The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.
- 99 Confidential Unit**  
Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

**White (Not Hispanic or Latino).** Persons having origins in any of the original peoples of Europe, the Middle East, or North Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Workforce.** Those persons employed in the classified service by the state of Michigan.